Prosper Pilot Cohort 2 Entry Survey - Postdoc Career Development: Skills Perception Inventory

# Page 1: Survey Intro

Dear Prosper pilot cohort participant,

Prosper aims to co-create a new model of postdoctoral development that enables postdocs to realise their potential across multiple career pathways. We are seeking your views and input through this survey to help us get a better understanding of your current postdoc career development attitudes, skills, experiences and practices. Your responses will help us tailor Prosper provisions to meet your needs as closely as possible and evaluate the longer-term impacts of Prosper on your career development as well as the cohorts' career development as a whole.

The survey is divided in 3 main parts exploring various elements of postdoctoral career development with an additional section on background and sociodemographic characteristics, so that we can investigate trends in aggregate data. It should take you around 20 minutes to complete the survey. All responses will be kept anonymous and confidential. The raw data will be stored safely with appropriate back up and contingency plans in the event of loss, damage or unauthorised access to the data. Data will be stored at least until the end of the project (March 2023), as they will be used for purposes of

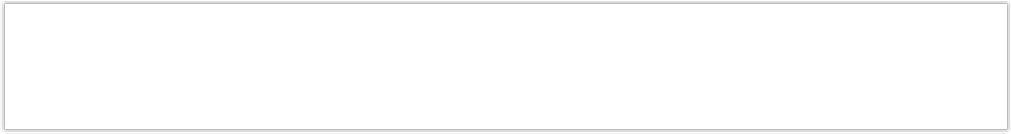
long-term evaluation. Your data will be processed in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 (DPA.) If you would like more information about how your data will be processed in accordance with GDPR, please visit the University’s webpage at https://[www.liverpool.ac.uk/legal/data\_protection/.](mailto:prosper.postdoc@liverpool.ac.uk)

The results of this survey will be used to aid the project’s co-creation and thus will be communicated to Prosper partners in the form of oral presentations and/or written reports. Moreover, they will be used for relevant evaluation reports, publications and presentations. Anonymised quotes may be used and shared on social media. If you have any additional questions, please feel free to send us an email at

[prosper.postdoc@liverpool.ac.uk.](http://www.liverpool.ac.uk/researcher/prosper/)

Many thanks in advance for your participation and for helping us in co-creating the Prosper model!

**Due to the General Data Protection Regulations (The Data Protection Act 2018) we are required to obtain your explicit consent to use your information. Please could you confirm that you give your explicit consent?** *Required*



Yes No

# Page 2: A. Participation In & Perceptions Of Career Development Opportunities

## Thinking about the last 12 months, please indicate how often you have done the following as part of your career development? *Required*

Please don't select more than 1 answer(s) per row. Please select at least 12 answer(s).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Never | Once a year | Twice a year | 3-6  times a year | 7-12  times a year | More than 12 times a year |
| Discussed career plans with my PI/line manager |  |  |  |  |  |  |
| Discussed career plans with other staff member (e.g. mentor) at my institution |  |  |  |  |  |  |
| Discussed career plans with a mentor outside my institution |  |  |  |  |  |  |
| Discussed career plans with peers |  |  |  |  |  |  |
| Discussed career plans with family members |  |  |  |  |  |  |
| Sought career advice from professionals already working beyond academia |  |  |  |  |  |  |
| Engaged with online resources about career development (e.g. self- assessment tools, online courses, articles, webinars etc.) |  |  |  |  |  |  |
| Attended a career-related event organised by my institution (e.g. workshop, seminar, conference, career fair etc.) |  |  |  |  |  |  |
| Attended a career-related event organised by another provider apart from my institution (e.g. academic society etc.) |  |  |  |  |  |  |
| Held an internship or had a placement |  |  |  |  |  |  |
| Participated in job shadowing (not as part of an internship) |  |  |  |  |  |  |
| Conducted an informational interview (i.e. an informal discussion with someone already in the field to learn more about the role/sector) |  |  |  |  |  |  |

## Thinking about your experience of career development so far, please indicate your level of agreement with the following statements, using the scale provided in the table below: *Required*

Please don't select more than 1 answer(s) per row. Please select at least 6 answer(s).

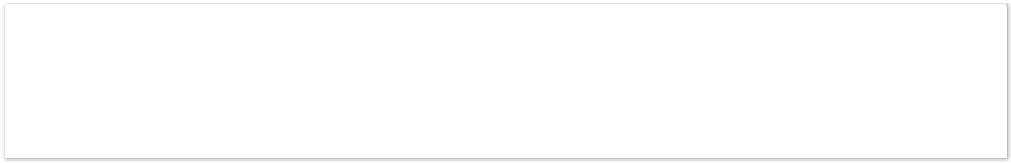
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1  Strongly disagree | 2  Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I understand the benefits of engaging with postdoctoral career development opportunities/resources |  |  |  |  |  |
| Engaging with career development opportunities/resources distracts me from my research |  |  |  |  |  |
| Engaging with career development opportunities/resources is not a priority for me |  |  |  |  |  |
| My academic outputs will be the only important factor for my employment prospects and career progression |  |  |  |  |  |
| I would like to have more career development opportunities/resources available to me within my institution |  |  |  |  |  |
| I would like to have more time to devote to engaging with career development opportunities/resources |  |  |  |  |  |

## What have been the main barriers to your engagement with development activities so far? Rank the following options from the most important (1) to the least important (6). *Required*

Please don't select more than 1 answer(s) per row. Please select at least 6 answer(s).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 | 6 |
| Lack of time |  |  |  |  |  |  |
| Lack of funding |  |  |  |  |  |  |
| Lack of relevant opportunities |  |  |  |  |  |  |
| Unsupportive PI |  |  |  |  |  |  |
| Mandatory attendance on fixed times/dates |  |  |  |  |  |  |
| Personal circumstances (e.g. managing mobility issues, caring responsibilities etc.) |  |  |  |  |  |  |

**Are there any other barriers you have faced so far in terms of engagement with development opportunities? If yes, please outline those below:**



# Page 3: B. Self-Confidence Regarding Career Development

## Thinking about your experience of career development so far, please rate how confident you feel that you can do the following, using the scale provided in the table below: *Required*

Please don't select more than 1 answer(s) per row. Please select at least 18 answer(s).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Not at all confident | 2 Not very confident | 3  Somewhat confident | 4 Fairly confident | 5  Completely confident |
| Discuss my career development with my PI/line manager |  |  |  |  |  |
| Discuss potential careers beyond academia with my PI/line manager |  |  |  |  |  |
| Identify where I need to go to find career development opportunities/resources relevant to me |  |  |  |  |  |
| Identify my strengths |  |  |  |  |  |
| Identify my weaknesses |  |  |  |  |  |
| Identify my motivations and interests |  |  |  |  |  |
| Identify my professional development needs |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Identify the skills I need to develop in order to successfully move to my preferred career path(s) |  |  |  |  |  |
| Be proactive in developing transferable skills |  |  |  |  |  |
| Set career development goals |  |  |  |  |  |
| Identify suitable careers for me beyond academia |  |  |  |  |  |
| Seek advice from professionals already working in my preferred career sector(s) |  |  |  |  |  |
| Be aware of what attributes employers beyond academia look for from postdocs |  |  |  |  |  |
| Translate my work experience into skills that employers beyond academia value |  |  |  |  |  |
| Prepare a job application for a post beyond academia |  |  |  |  |  |
| Effectively communicate my skills to employers beyond academia in an interview |  |  |  |  |  |
| Apply for jobs beyond academia |  |  |  |  |  |
| Achieve my career aspirations |  |  |  |  |  |

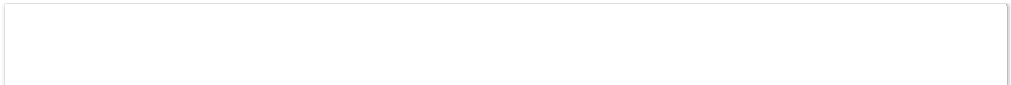
# Page 4: C. Attitudes Towards Multiple Career Pathways & Relevant Institutional Support

## Thinking about your future career, please indicate your level of agreement with the following statements, using the scale provided in the table below: *Required*

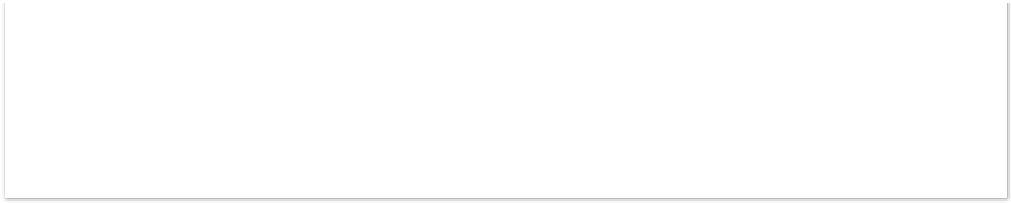
Please don't select more than 1 answer(s) per row. Please select at least 6 answer(s).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 Strongly disagree | 2  Disagree | 3 Neither agree nor disagree | 4 Agree | 5 Strongly agree |
| I aspire to work in academia |  |  |  |  |  |
| I aspire to work beyond academia |  |  |  |  |  |
| I expect that I will end up working in academia |  |  |  |  |  |
| I expect that I will end up working beyond academia |  |  |  |  |  |
| I can imagine myself working beyond academia |  |  |  |  |  |
| I would consider a job beyond academia only as a temporary solution |  |  |  |  |  |

## In your opinion, how do you think employers beyond academia perceive postdocs as potential employees? *Required*



Very negatively

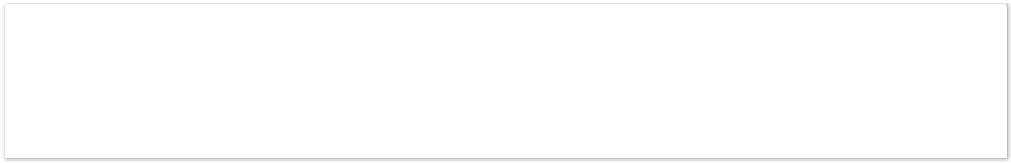


Negatively

Neither negatively nor positively Positively

Very positively

**Outline below the main misconceptions you think employers beyond academia hold about postdocs as employees:** *Required*

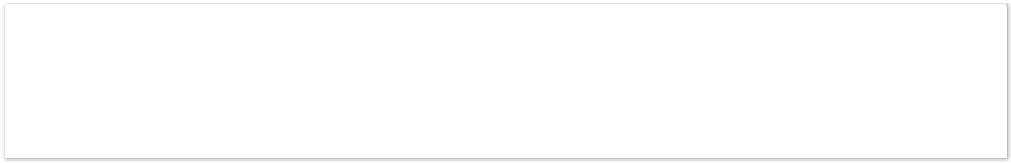


## Thinking about your experience of university and PI/line manager support for career development, please indicate your level of agreement with the following statements, using the scale provided in the table below: *Required*

Please don't select more than 1 answer(s) per row. Please select at least 8 answer(s).

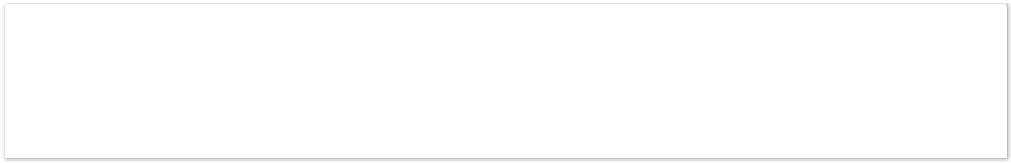
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1  Strongly disagree | 2  Disagree | 3 Neither disagree nor agree | 4 Agree | 5 Strongly agree |
| I have access to the professional development opportunities/resources I need to prepare for academic career paths |  |  |  |  |  |
| I have access to the professional development opportunities/resources I need to prepare for careers beyond academia |  |  |  |  |  |
| I am encouraged by my institution to engage with professional development opportunities/resources leading to academic career paths |  |  |  |  |  |
| I am encouraged by my institution to engage with professional development opportunities/resources leading to career paths beyond academia |  |  |  |  |  |
| I am encouraged by my PI/line manager to engage with professional development opportunities/resources leading to academic career paths |  |  |  |  |  |
| I am encouraged by my PI/line manager to engage with professional development opportunities/resources leading to career paths beyond academia |  |  |  |  |  |
| My PI/line manager would be pleased if I got a job beyond academia |  |  |  |  |  |
| My PI/line manager is pleased that I joined the Prosper postdoc career development pilot |  |  |  |  |  |

## What kind of influence do you think your PI’s/line manager's attitude toward your participation in career development activities has in your engagement with career development opportunities? *Required\**

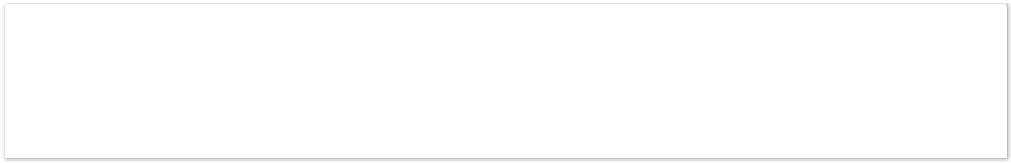


**Within the last 12 months, have you prepared a career development plan?**

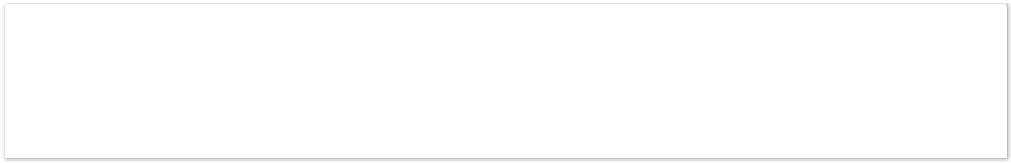
*Required*



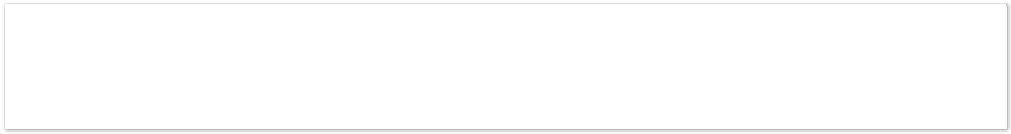
Have you used this plan as guide to select professional development opportunities/resources relevant to your career goals?



Have you discussed this plan with your PI/line manager?

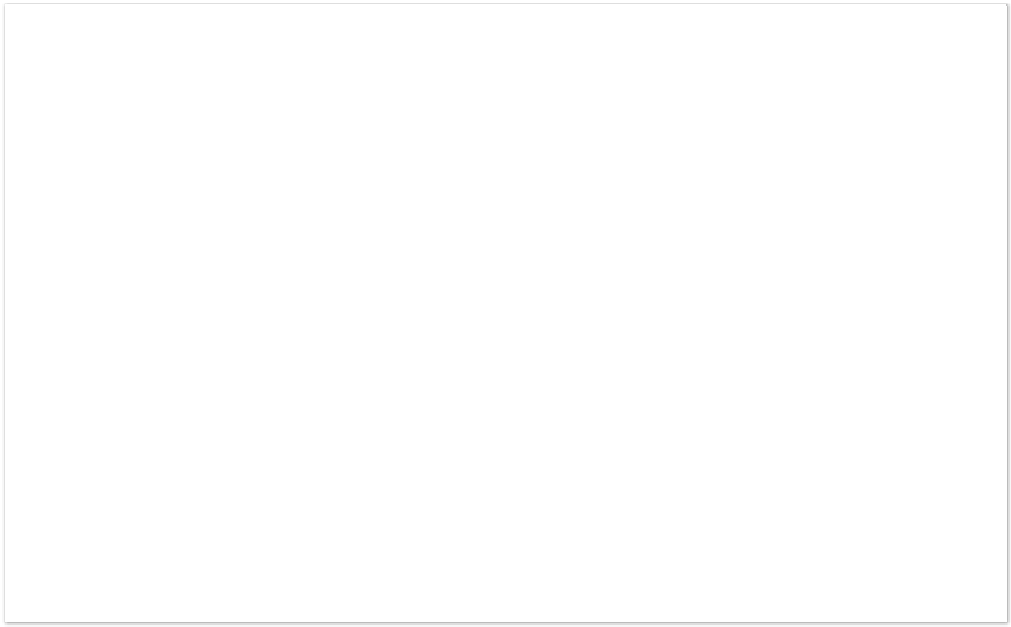


## Have you engaged with the Prosper web portal of postdoc career development resources? \**Required*



Yes No

**Using the list below, please, indicate all the portal pages you have engaged with so far:** *Required*



Landing page

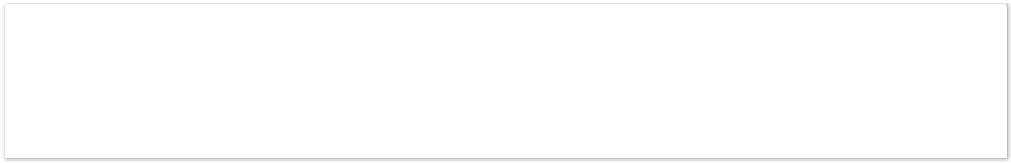
Reflect - Self assessment tools Reflect - Skills identification Reflect - Considering identity

Explore - Former postdoc case studies Explore - Postdoc career conversations Explore - Informational interviews

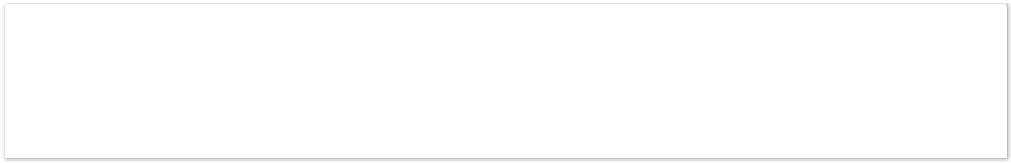
Act - Employer insights Act - Employer interviews

Act - The recruitment process Act - CVs beyond academia Act - Showcasing your skills Other

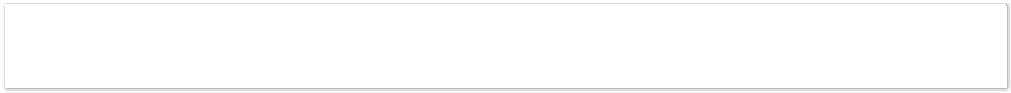
If you selected Other, please specify:



## Which page(s) have you found most useful so far?

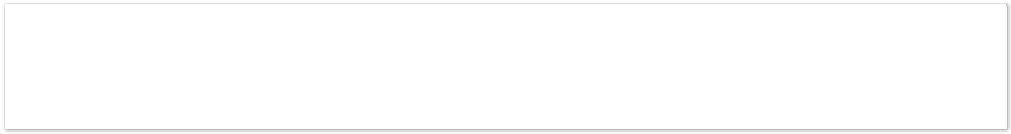


**Roughly how many hours have you spent engaging with Prosper portal resources so far?**



## Have you ever engaged with any other Prosper initiatives, before joining this pilot?

*Required*



Yes No

Indicate all the Prosper activities you have engaged with so far from the list below:

🞏 Completed Prosper survey on RSA 2019 Conference

🞏 Participated in UoL initial focus groups with postdocs (Jan-Feb 2020) exploring barriers and opportunities to researchers' career development

🞏 Participated in Prosper diagnostic/self-assessment tools trials

🞏 Attended Making an Impact 2020 Prosper Session 'More than a Job' hosting former postdocs working beyond academia sharing their career journeys

🞏 Attended Making an Impact 2020 Prosper Session 'An Introduction to the Prosper Portal'

🞏 Attended National Postdoc Appreciation Week 2020 Prosper Session

Talented Dr Postdoc: A Skills Celebration'

🞏 Attended RSA 2020 Conference Session 'I want to break free... from barriers to career development - A Prosper session'

🞏 Attended UoM Research Staff Conference 2020 Prosper Session ‘The Talented Dr Postdoc: A Skills Celebration’

🞏 Attended Making an Impact 2021 Prosper Session ‘Where can your postdoc take you? A careers panel session’

🞏 Attended Making an Impact 2021 Prosper Session ‘The Prosper portal: Unlocking postdocs’ potential in multiple career paths’

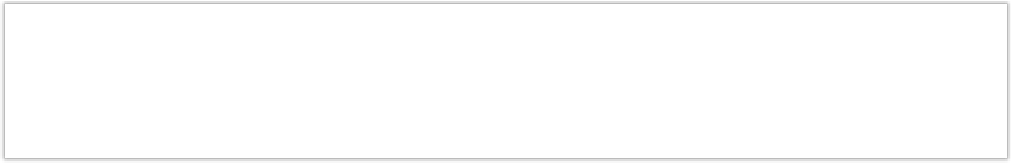
🞏 Attended UK National Postdoc Conference 2021 Prosper Session ‘Self- assessment tools: Knowing me, knowing what to do’

🞏 Attended UK National Postdoc Conference 2021 Prosper Session ‘The Talented Dr Postdoc: A Skills Celebration’

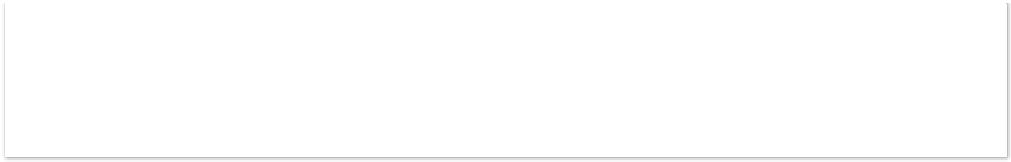
🞏 Attended one of the Prosper Cohort 2 Recruitment Drop-In Sessions (Sept 2021)

🞏 Other

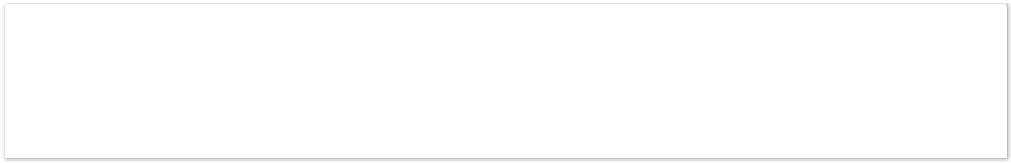
If you selected Other, please specify:



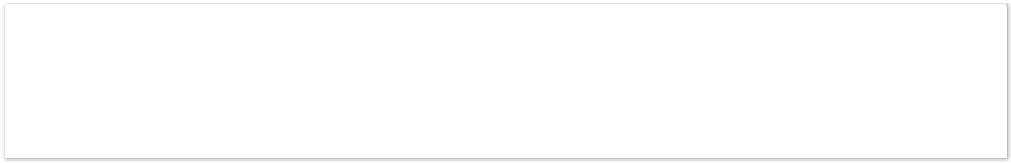
## Use the space below to explain what you wish to gain out of being a member of the second Prosper postdoc career development pilot cohort: *Required*



**The first quarter of the Prosper career development pilot will be devoted to self- reflection, focusing on better understanding your strengths, values and interests, understanding the multiple facets of your identity and how all the above inform your career development. Please, use the space below to outline what you would like to achieve within this first quarter of your pilot journey:** *Required*

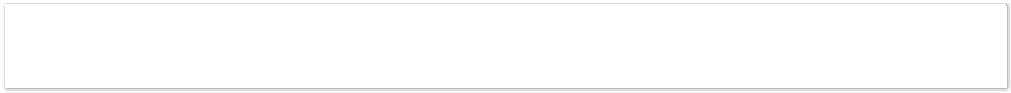


**What type of sessions/resources/ topics would you like to see featuring as part of the Prosper postdoc career development pilot?** *Required*



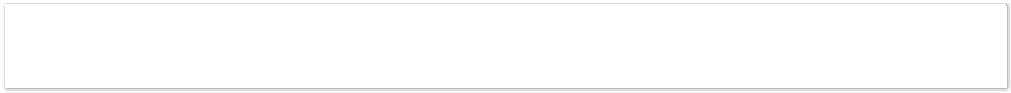
# Page 5: D. Background Information

## In which institution are you primarily based? *Required*

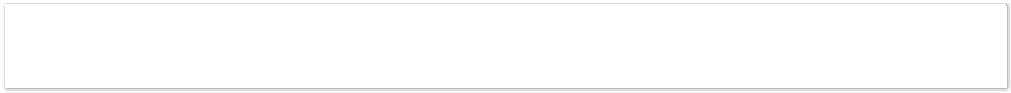


**To which of the following broad disciplinary areas do you primarily belong?**

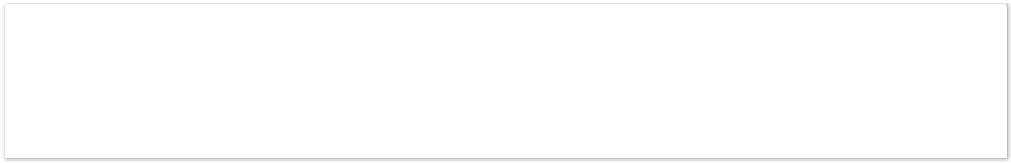
*Required*



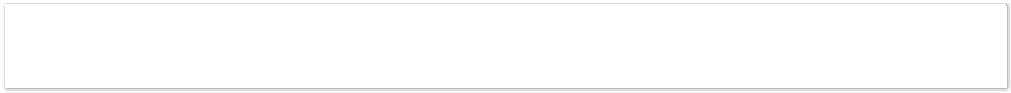
## In which faculty are you primarily based? *Required*



If you selected Other, please specify:

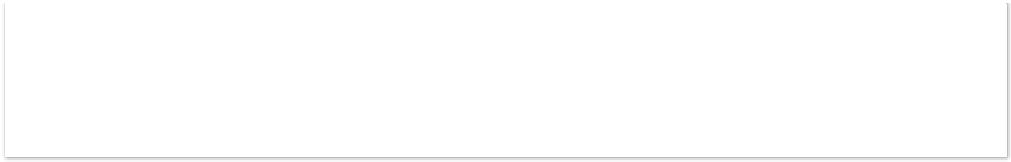


## In which School are you primarily based? *Required*

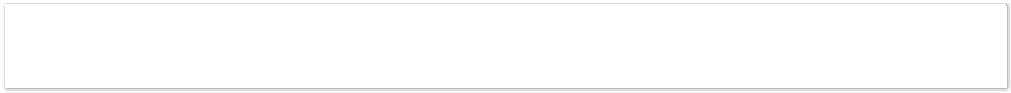


If you selected Other, please specify:

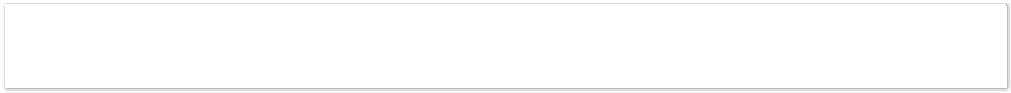




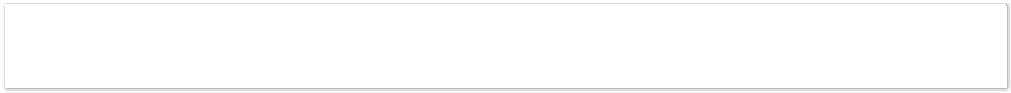
## In which department are you primarily based? *Required*



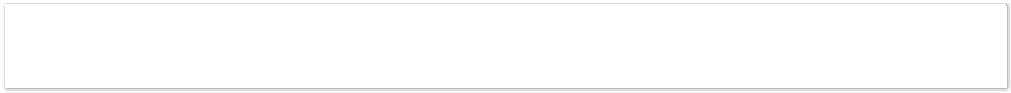
**Including your current appointment, for how many years have you been a postdoctoral researcher in total?** *Required*



## Including your current appointment, how many postdoctoral contracts have you had? *Required*

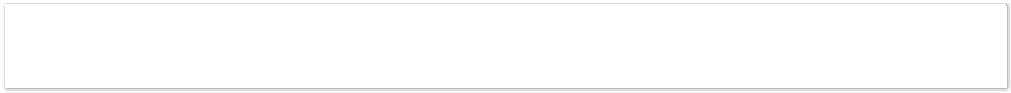


**In how many different universities have you been employed as a postdoctoral researcher?** *Required*

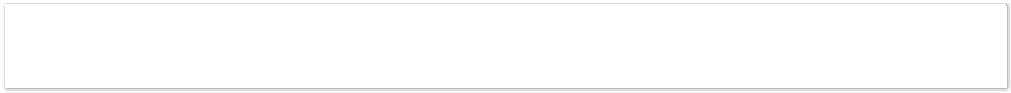


## For how long have you been employed on your current postdoctoral contract?

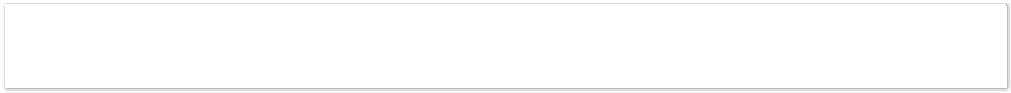
*Required*



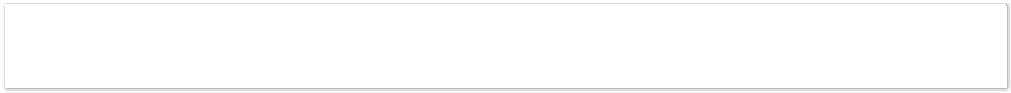
## What is the type of your current contract? *Required*



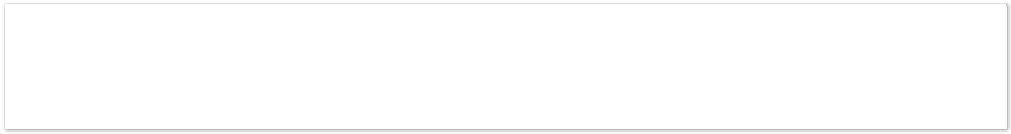
**What is the total length of your current contract?** *Required*



## What is your current employment status? *Required*

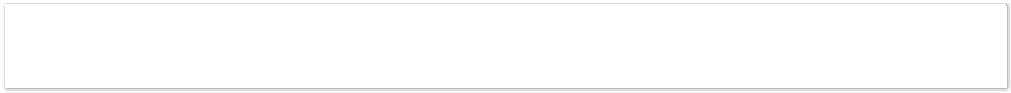


**Have you ever had a job beyond academia post-PhD?** *Required*



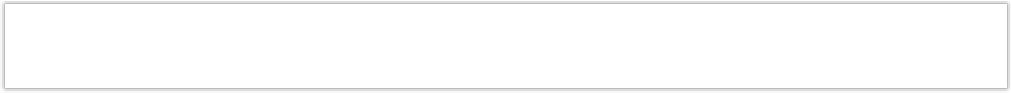
Yes No

For how many years were you employed beyond academia post-PhD?

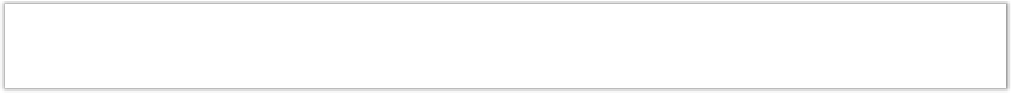


# Page 6: E. Demographics

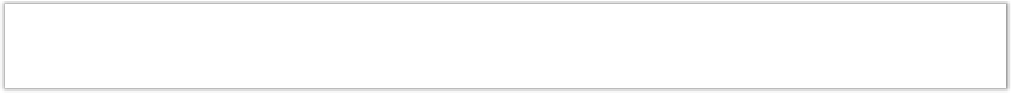
## What gender do you identify with? *Required*



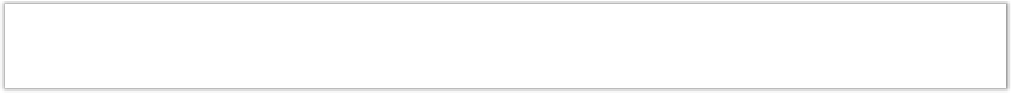
If you selected Other, please specify:



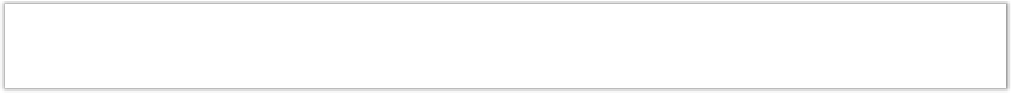
## What is your sexual orientation? *Required*



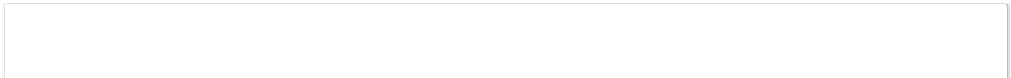
If you selected Other, please specify:



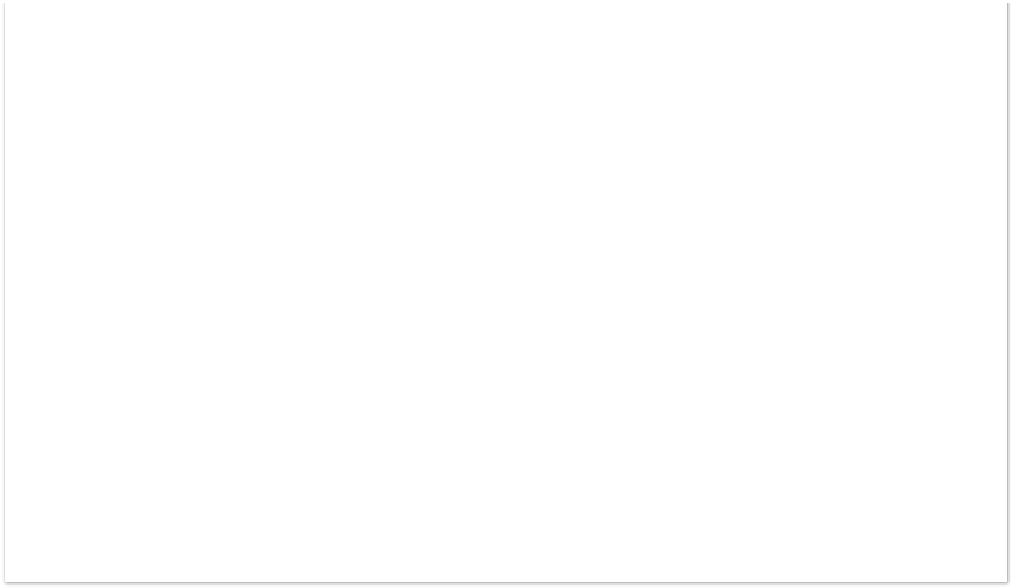
## Which one of the following age groups do you belong to? *Required*



**Do you have an impairment, health condition or learning difficulty that has a substantial or long-term impact on your ability to carry out your day-to-day activities? (Please select all that apply)** *Required*



No known impairment, health condition or learning difficulty



Specific learning difficulty (such as dyslexia or dyspraxia) General learning difficulty (such as Down's syndrome)

Cognitive impairment (such as autistic spectrum disorder or resulting from head injury)

Long-standing illness or health condition (such as cancer, HIV, diabetes, or epilepsy)

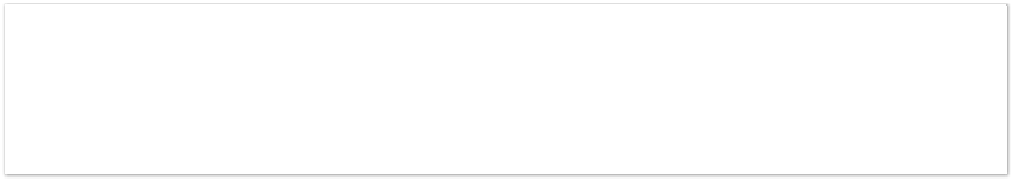
Mental health difficulty (such as depression or schizophrenia)

Physical impairment or mobility issue (such as difficulty using arms or using a wheelchair or crutches)

Deaf or serious hearing impairment Blind or serious visual impairment Other type of disability

Prefer not to say

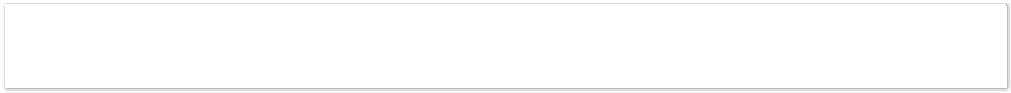
## Do you consider yourself a first-generation university graduate? *Required*



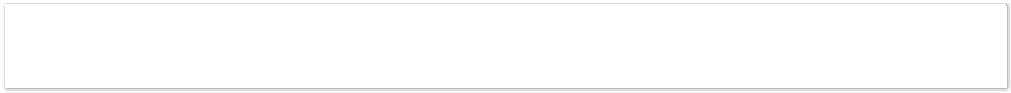
Yes No

Prefer not to answer

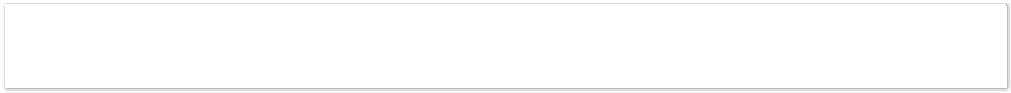
**Which one of the following ethnic groups do you identify mostly with?** *Required*



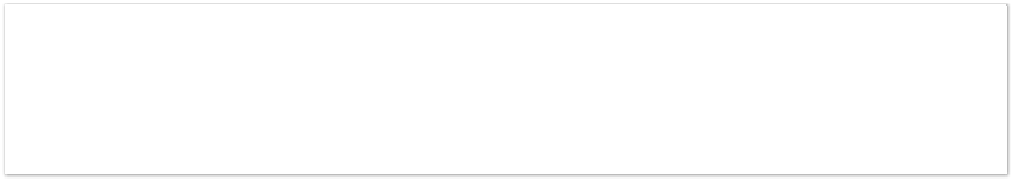
If you selected Other, please specify:



**What is your nationality?** *Required*



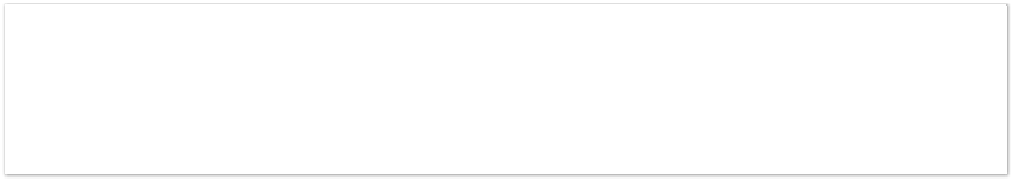
## Do you have any caring responsibilities? *Required*



Yes No

Prefer not to answer

Would you identify yourself as a primary carer?



Yes No

Prefer not to say

# Page 7: Final page

Thank you very much for your time and help. Your responses are greatly valued and essential in helping us at Prosper co-create a postdoctoral career development model tailored as closely as possible to all postdocs' needs!

If you want to keep an eye out for what Prosper is up to, follow us on Twitter @ProsperPostdoc and visit our website

at https://[www.liverpool.ac.uk/researcher/prosper/.](http://www.liverpool.ac.uk/legal/data_protection/)

**Key for selection options**

## - In which institution are you primarily based?

Lancaster University University of Liverpool University of Manchester

## - To which of the following broad disciplinary areas do you primarily belong?

Arts, Humanities and Social Sciences Biomedical and Biological Sciences

Physical and Environmental Sciences and Engineering

## - In which faculty are you primarily based?

Lancaster University - Arts and Social Sciences Lancaster University - Health and Medicine Lancaster University - Management School Lancaster University - Science and Technology University of Liverpool - Health Life Sciences

University of Liverpool - Humanities and Social Sciences University of Liverpool - Science and Engineering University of Manchester - Biology, Medicine and Health University of Manchester - Humanities

University of Manchester - Science and Engineering Prefer not to answer

Other

## - In which School are you primarily based?

Lancaster University Centre for Education, Training and Development (CETAD) Lancaster University Educational Research

Lancaster University English Literature and Creative Writing Lancaster University History

Lancaster University Law School

Lancaster University Institute for the Contemporary Arts Lancaster University Languages and Cultures Lancaster University Linguistics and English Language Lancaster University Politics, Philosophy and Religion Lancaster University Sociology

Lancaster University Biomedical and Life Sciences Lancaster University Health Research

Lancaster University Medical School Lancaster University Accounting and Finance Lancaster University Economics

Lancaster University Entrepreneurship and Strategy Lancaster University Management Science Lancaster University Marketing

Lancaster University Organisation, Work and Technology Lancaster University Chemistry

Lancaster University Computing and Communications Lancaster University Engineering

Lancaster University Environment Centre Lancaster University Mathematics and Statistics Lancaster University Natural Sciences Lancaster University Physics

Lancaster University Psychology

University of Liverpool Institute of Infection, Veterinary and Ecological Sciences University of Liverpool Institute of Integrative Systems, Molecular and Integrative Biology

University of Liverpool Institute of Life Course and Medical Sciences University of Liverpool Institute of Population Health

University of Liverpool Management School

University of Liverpool School of Histories, Languages and Cultures University of Liverpool School of Law and Social Justice

University of Liverpool School of the Arts

University of Liverpool School of Electrical Engineering, Electronics and Computer Sciences

University of Liverpool School of Engineering

University of Liverpool School of Environmental Sciences University of Liverpool School of Physical Sciences University of Manchester School of Biological Sciences University of Manchester School of Health Sciences University of Manchester School of Medical Sciences

University of Manchester Alliance Manchester Business School University of Manchester School of Arts, Languages and Cultures University of Manchester School of Social Sciences

University of Manchester School of Engineering

University of Manchester School of Environment, Education and Development University of Manchester School of Natural Sciences

Prefer not to answer Other

## 30 - What is the type of your current contract?

Open-ended / permanent Fixed-term

## 32 - What is your current employment status?

Full-time Part-time

## - What gender do you identify with?

Female Male

Non-binary

Prefer not to answer Other

## - What is your sexual orientation?

Straight/Heterosexual Gay Man

Gay Woman/Lesbian Bisexual

Prefer not to say Other

## - Which one of the following age groups do you belong to?

25 and under

26-30

31-35

36-40

41-45

46-50

51-55

56-60

61+

Prefer not to say

## 39 - Which one of the following ethnic groups do you identify mostly with?

White English, Welsh, Scottish or British White Irish

White Gypsy or Traveller Any other white background

Black or Black British - Caribbean Black or Black British - African Other Black background

Arab

Other Ethnic background Prefer not to say

Asian or Asian British - Indian Asian or Asian British - Pakistani

Asian or Asian British - Bangladeshi Chinese

Other Asian background

Mixed - White and Black Caribbean Mixed - White and Black African Mixed - White and Asian

Other Mixed background Other