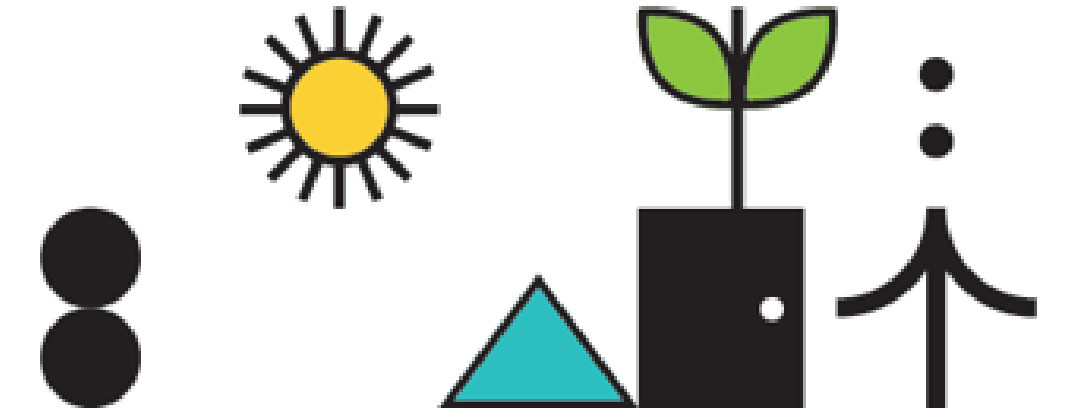


Prosper.

Unlocking postdoc
career potential



Challenging career assumptions

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TIME

INDIVIDUAL ELEMENTS

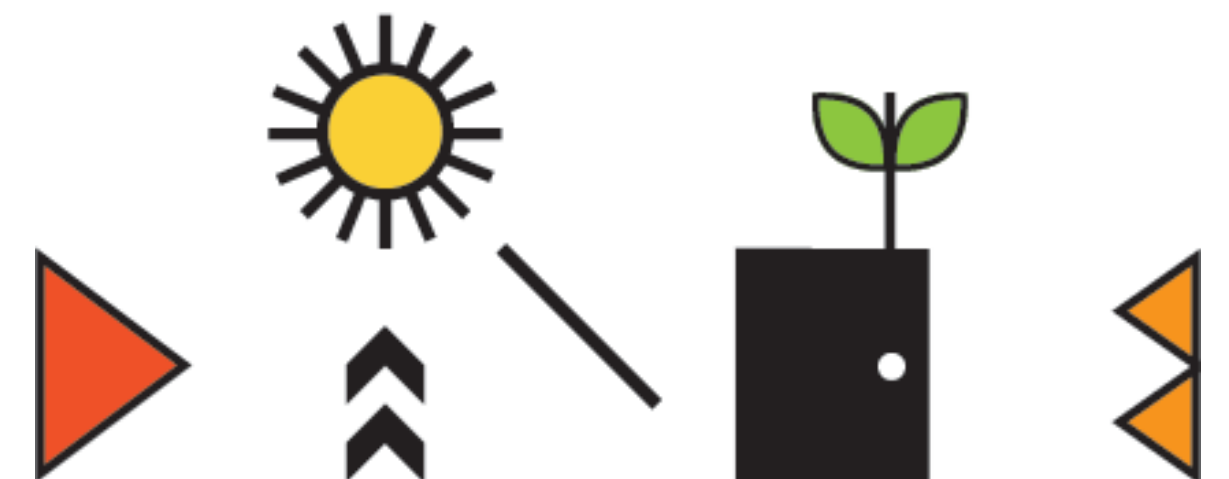
- Past experiences
- PhD influences
- Values
- Life goals
- Career goals, institutional preferences
- Agency (affect, belief, action, commitment)
- Quality of life concerns
- Well-being
- Family relationships

STRUCTURAL ELEMENTS

- Economic climate
- Labour Sector
- Discipline
- Government policies; societal practices
- Institutional structures, mission: who hires PhDs
- Geographical location
- Historical time (emerging, disappearing jobs; portfolio careers)
- Degree of competition, luck
- Actual work (not role name)

Discussion

- What assumptions do you make about careers?
- What assumptions do you see postdocs making?
- Are there organisational assumptions?
- Whose assumptions carry most weight?
- How might we recognise, acknowledge, challenge or even avoid slipping into these?



Authenticity			
Achievement			
Adventure	Curiosity	Knowledge	Reputation
Authority	Determination	Leadership	Respect
Autonomy	Fairness	Learning	Responsibility
Balance	Faith	Love	Security
Beauty	Fame	Loyalty	Self-Respect
Boldness	Friendships	Meaningful Work	Service
Compassion	Fun	Openness	Spirituality
Challenge	Growth	Optimism	Stability
Citizenship	Happiness	Peace	Success
Community	Honesty	Pleasure	Status
Competency	Humor	Poise	Trustworthiness
Contribution	Influence	Popularity	Wealth
Creativity	Inner Harmony	Recognition	Wisdom
	Justice	Religion	
	Kindness		

Assumptions I've heard...

- People who work in industry are only motivated by money
- The only way to success is to work full time (or more)
- No career is as flexible as academic research
- 'I'm not Fellowship material'
- You can't come back into academia once you've left
- Moving out of research is a 'waste' of your PhD / 'failure'



Things to try

- Ask (your postdoc or research group) about what career-related assumptions they are noticing
- Encourage people to look for evidence of these and what the other possibilities might be
- Encourage and invite in different perspectives – industry partners, funders, alumni etc.



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Thank you

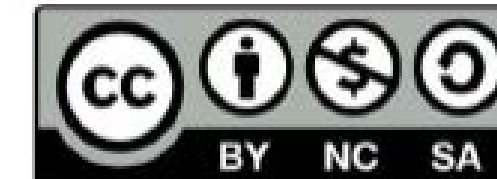
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@ResearchDreams



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