## Prosper.

Unlocking postdoc career potential



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### What to do when someone feels stuck Spoiler: it's not about giving advice

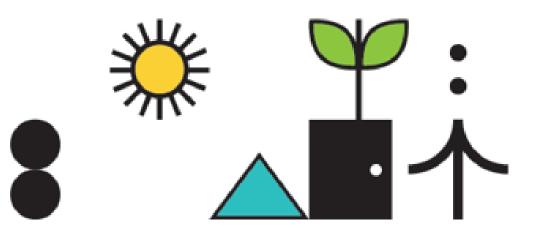
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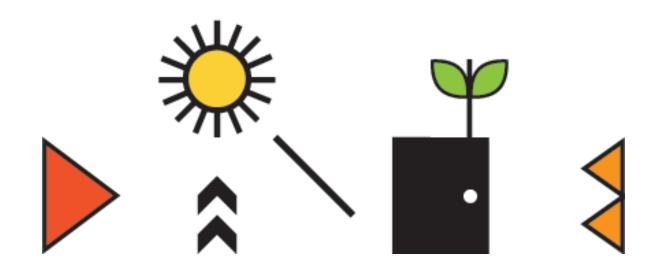




#### Think about a time when you felt stalled in your career, unable to make a decision or to move forward

- What was the context? What was stopping you?
- How did this feel?
- What helped?
- What didn't help?
- What might have helped?



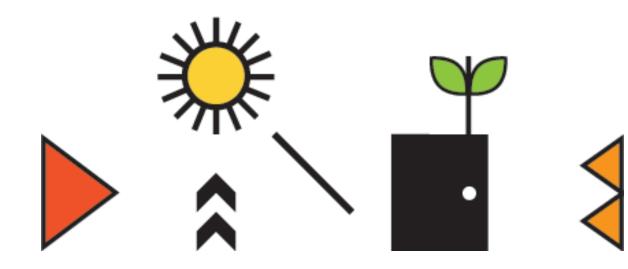




### What did Prosper participants feel gets in the way?

- Work!
- Lack of structure: where to start, too open. Not sure where to prioritise efforts. Overwhelm.
- Struggling to get back on track after an unexpected event (illness, work opportunity, caring responsibilities...) 'playing catch-up'
- Preference for live sessions

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### A few other things I've noticed

- Practical issues (visas, lack of networks, two-body problem) Difficulty saying no and that they should be grateful for the
- opportunity
- Perfectionism or guilt (I should always be doing more research) • Lack of confidence, inner critic (& imposter phenomenon)
- Stoicism

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[ˈstəʊɪsɪz(ə)m] 📢

NOUN

**1.** the endurance of pain or hardship without the display of feelings and without complaint.

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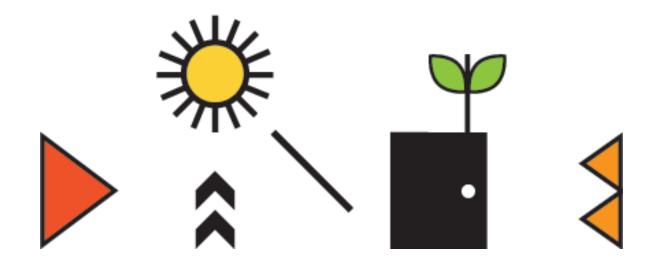
synonyms: patience · forbearance · resignation · lack of protest · [more]



#### Which of these have you come across?

#### What practical things could you do in your research group or a one to one meeting to support these?





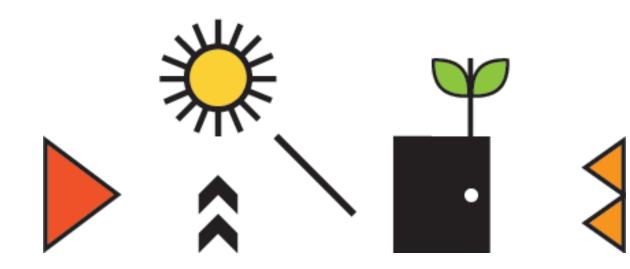


### Ideas to help with unsticking

- fear of the unknown, as well confidence
- Workshops or other ways to engage with wider ECR community
- Public engagement
- Goal setting and accountability  $\bullet$



# Encourage and support building of networks – can help with

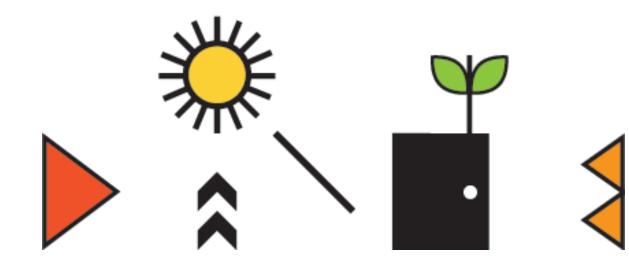




### Negative self-talk (or the 'inner critic')

- Understand what it is and be alert and empathetic to it Understand that this might be something which stops people from taking up an opportunity. Is there a lowerstakes opportunity they can practice on?
- Share your own experiences and signpost to resources Ask questions which help the individual gather facts and evidence or look for other interpretations
- Think about how failure is talked about in your research group.







### Thinking about time



How do you encourage playfulness, exploration and resilience in career development?





## **Encouraging reflection**

#### Reflect

Write a reflective account of your supervisory practice in relation to the Good Supervisory Practice Framework. Apply Once you have completed your

reflection, you can choose to apply for your practice to be recognised by the UKCGE.

#### Review

A two-person panel will peer-review your application. Regardless of the outcome, they will give comprehensive feedback.

#### 1. Decide which award to apply for

We offer two levels of recognition, depending on your level of experience:

- **Recognised Supervisor** (full award) for those who have seen doctoral candidates through final examination and completion
- Recognised Associate Supervisor for those who have not seen doctoral candidates through final examination and completion and/or are involved in research supervision 'informally'.

## UKCGE Recognised Associate Supervisor award

#### What is R4RI?

R4RI prompts researchers to frame their contributions...

...to the generation of new ideas, tools, methodologies or knowledge

e.g. skills acquired from past research projects, key outputs such as data sets, software, and research and policy publications.

... the development of others and maintenance of effective working relationships

e.g. management, supervision, or mentoring critical to the success of a team or its members, or strategic leadership in shaping the direction of a team, organisation, company or institution.

#### ...to the wider research and innovation community

e.g. across disciplines, institutions, and / or countries, commitments such as editing, reviewing and committee work, positions of responsibility, aiding improvement of research integrity or culture, or strategic leadership in influencing a research agenda.

#### ...to broader research/innovation-users and audiences and towards wider societal benefit

e.g. engagement across the public and/ or private sectors or with the wider public, research which has contributed to policy development or public understanding, other impacts across research, policy, practice and business, and other research users.

UK Research and Innovation

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#### Narrative CVs



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### Thank you

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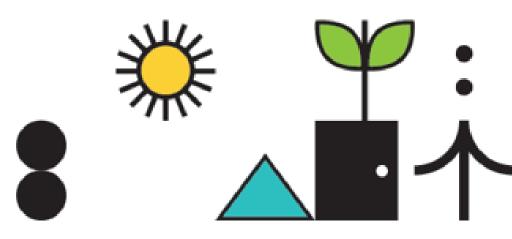
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