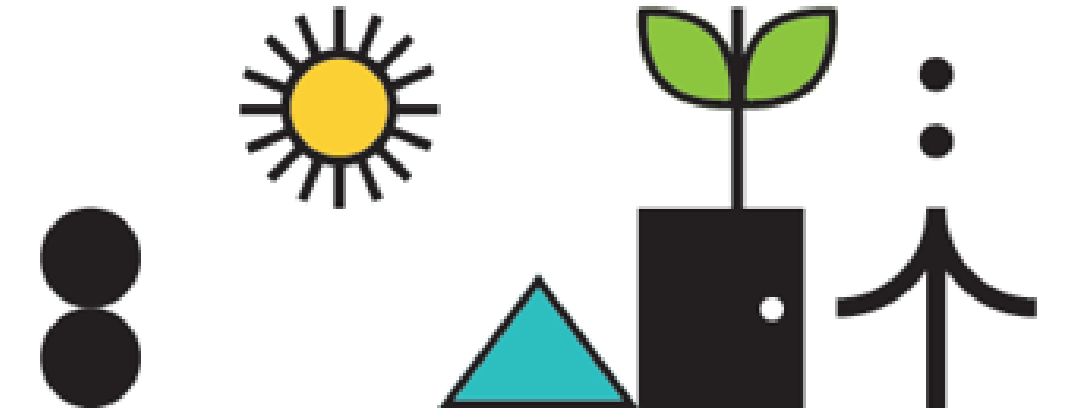


Prosper. Unlocking postdoc
career potential



What to do when someone feels stuck

Spoiler: it's not about giving advice

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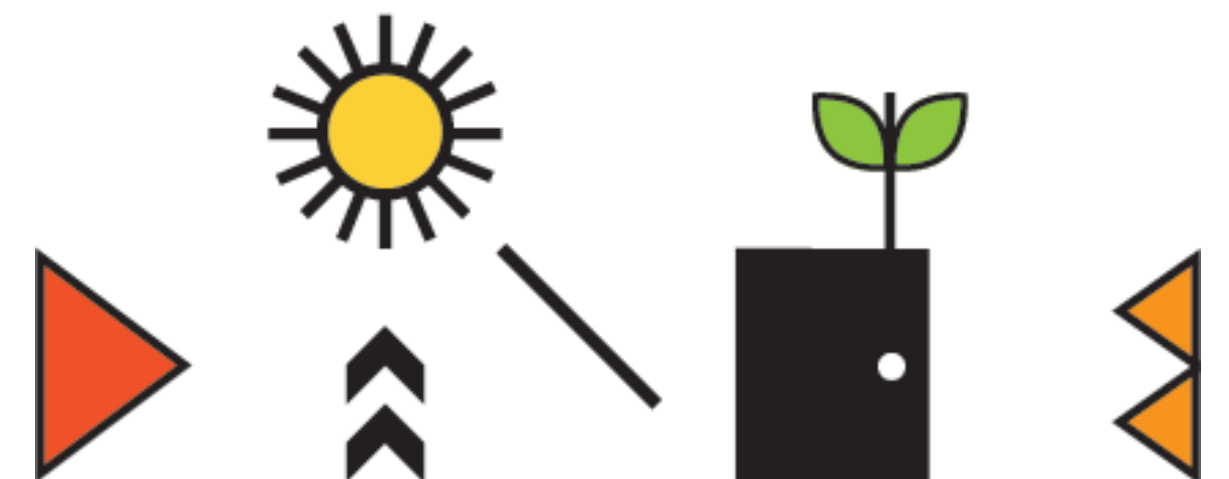


An Academy project



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



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

sto·icism

[ˈstɒɪsɪz(ə)m] 

NOUN

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

synonyms: [patience](#) · [forbearance](#) · [resignation](#) · [lack of protest](#) · [\[more\]](#)

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Unlocking postdoc
career potential

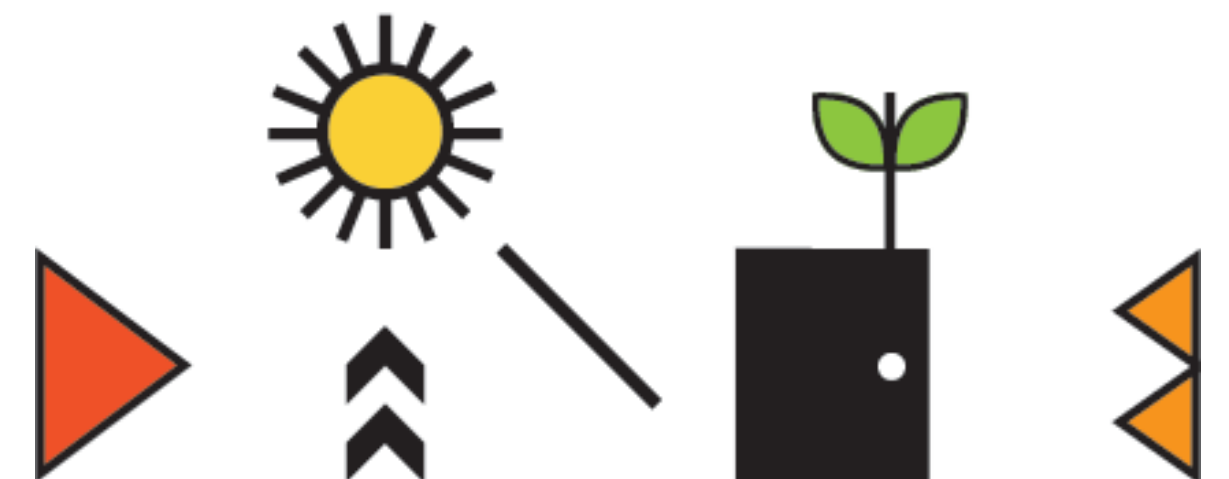
Which of these have you come across?

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



Ideas to help with unsticking

- Encourage and support building of networks – can help with fear of the unknown, as well confidence
- Workshops or other ways to engage with wider ECR community
- Public engagement
- Goal setting and accountability



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 lower-stakes 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

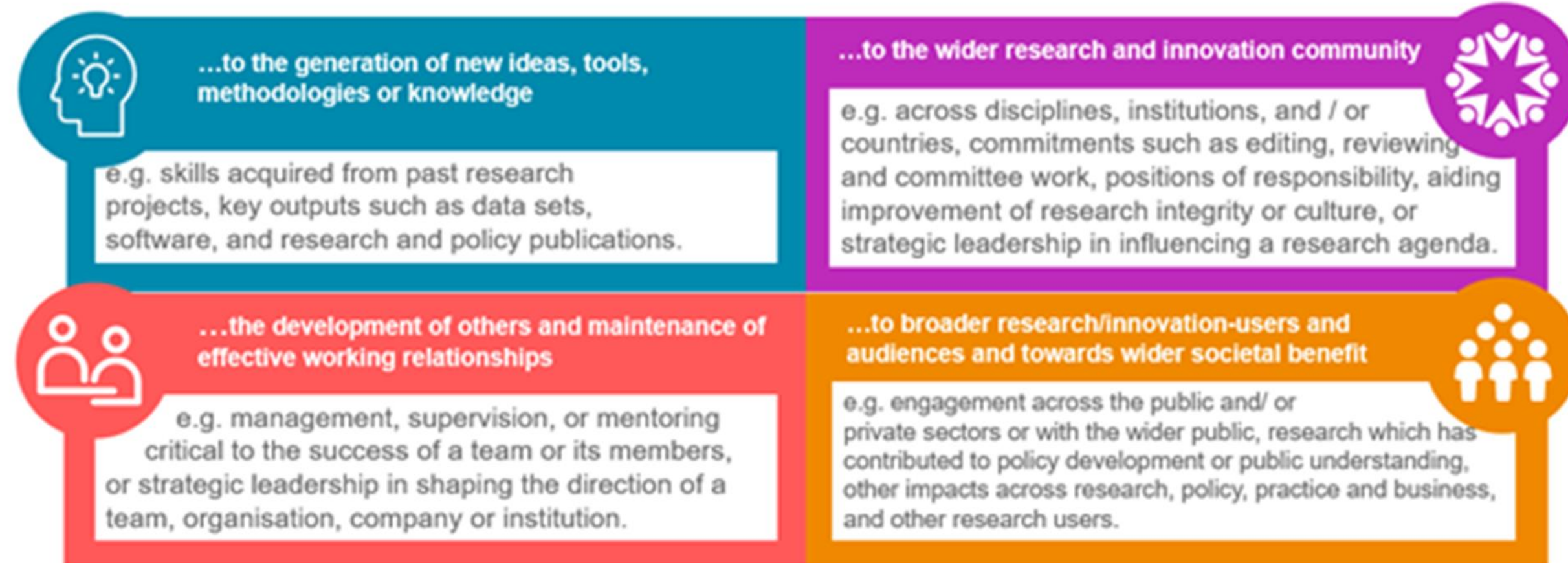
We offer two levels of recognition, depending on your level of experience:

- **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?

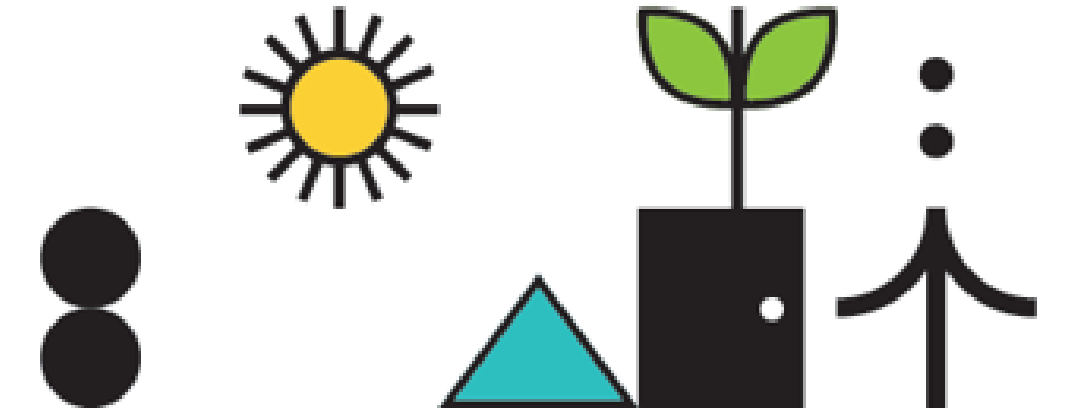
R4RI prompts researchers to frame their contributions...



Narrative CVs

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career potential



Thank you

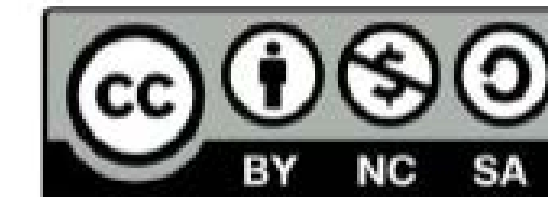
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