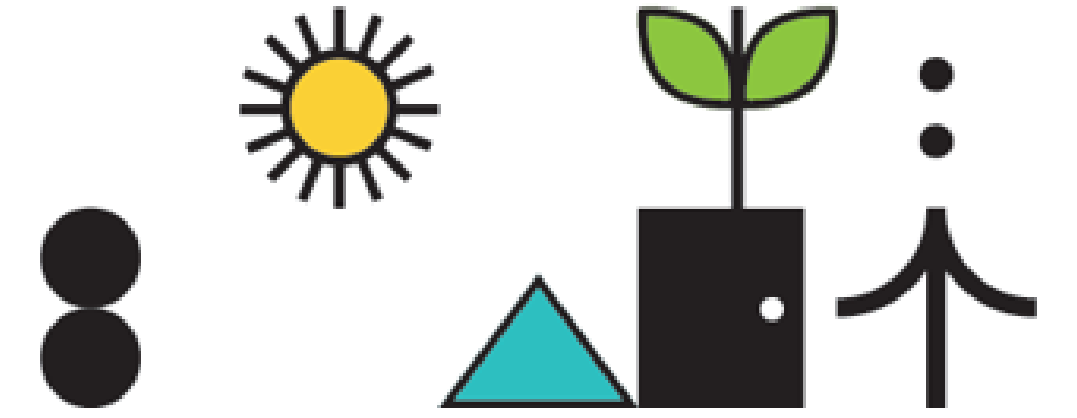




# Prosper.

Unlocking postdoc  
career potential



## A DIY Guide to Getting the Best out of yourself and your researchers.

Denise Chilton  
Career and Leadership Coach  
Denise Chilton Coaching

Led by



In partnership with



Supported by



An Academy project



Attribution-NonCommercial 4.0  
International



This is not a Free Culture License.



**Why today's session?**



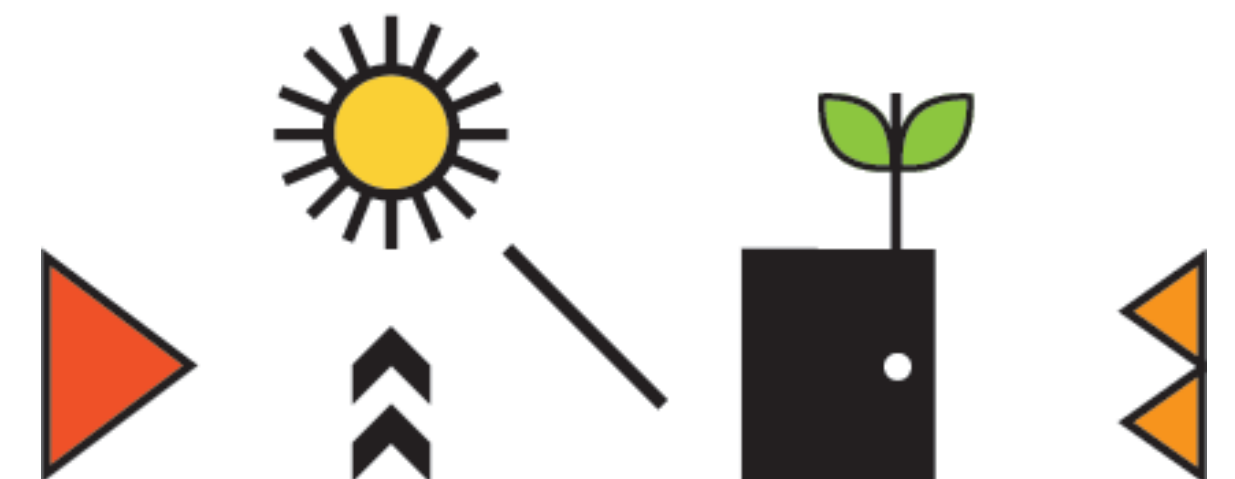


**Wellbeing at work is everyones responsibility**



# What we will cover...

- Designing the Alliance! – Getting the best out of working relationships
- Knowing your impact – Creating the right environment
- A word about communication – Thinker or Feeler?
- Tips for taming your advice monster
- Time for questions

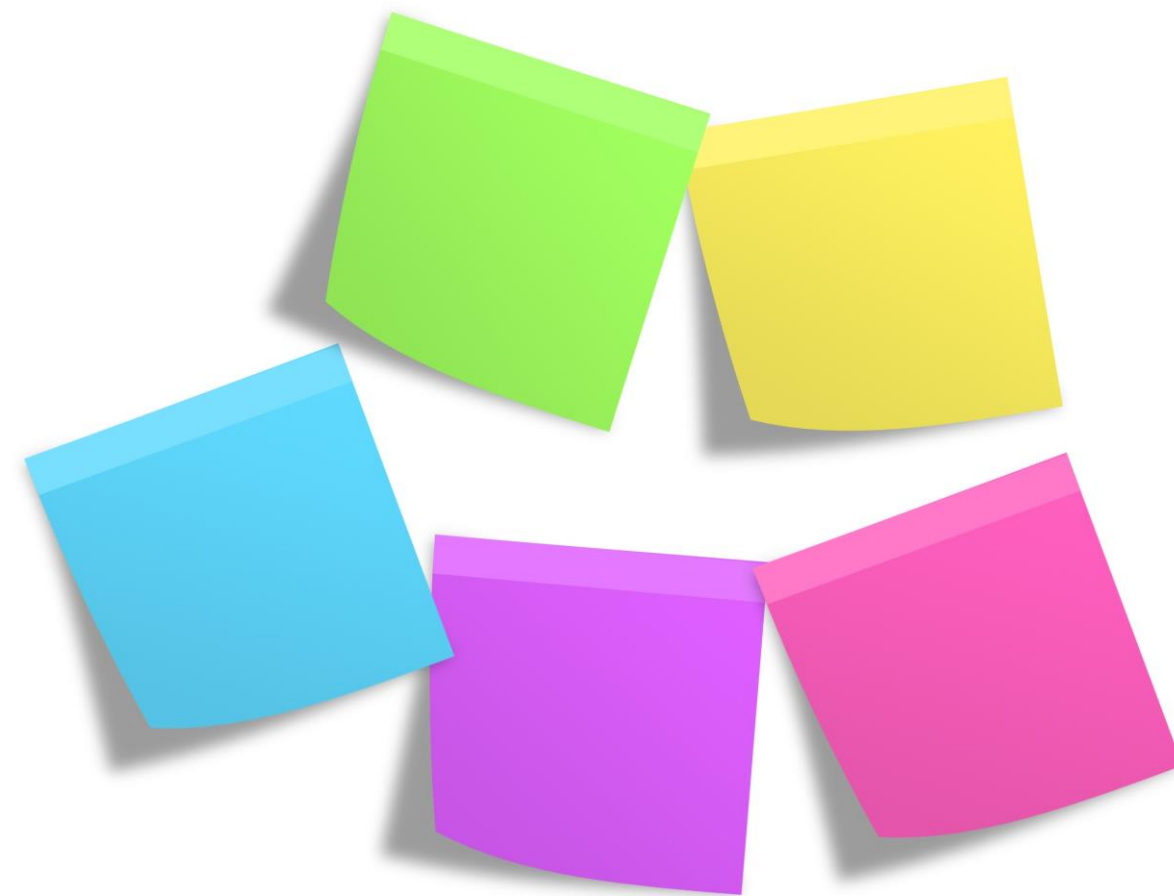




# Begin with the end in mind

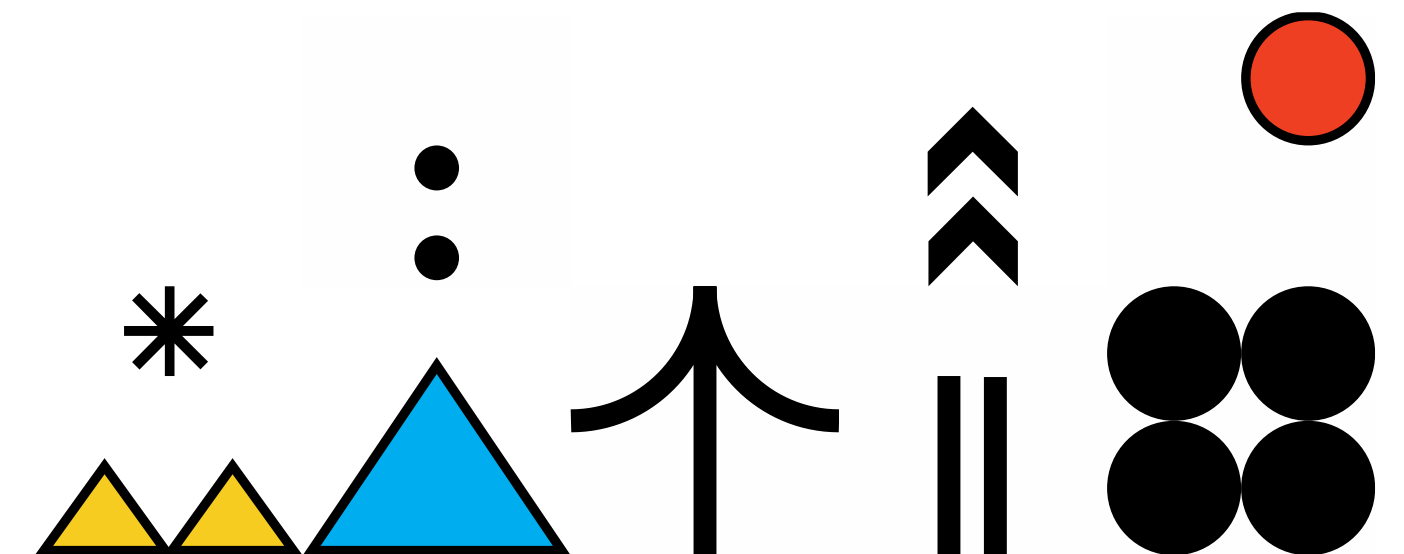
What brings you here today?

What do you want to be saying as you leave the session today?



**Prosper.**

Unlocking postdoc  
career potential



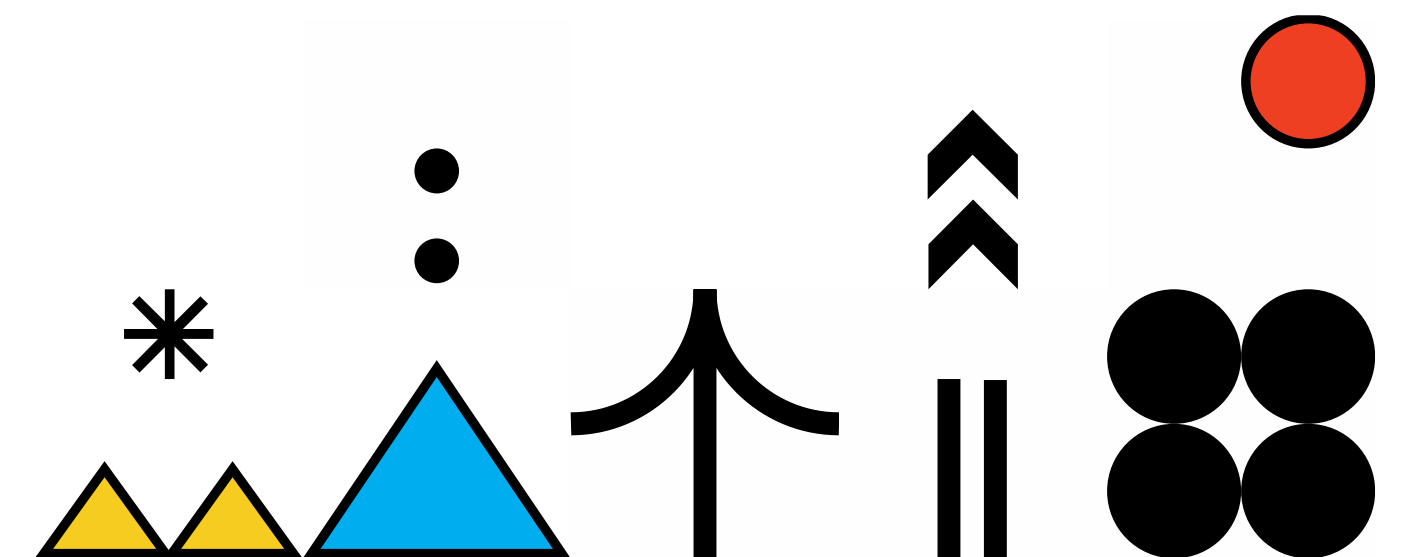
# Design an Alliance!

## How are we going to work together?



**Prosper.**

Unlocking postdoc  
career potential



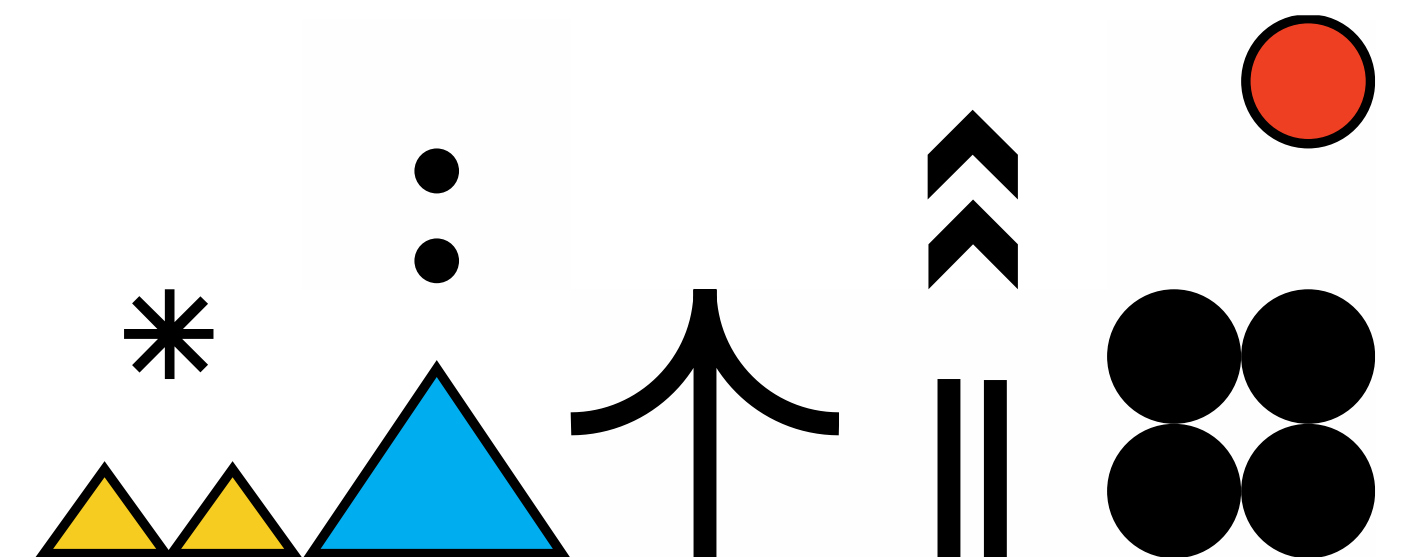
# Design an Alliance!

List 3 things that your manager could do that helps you be at your best?



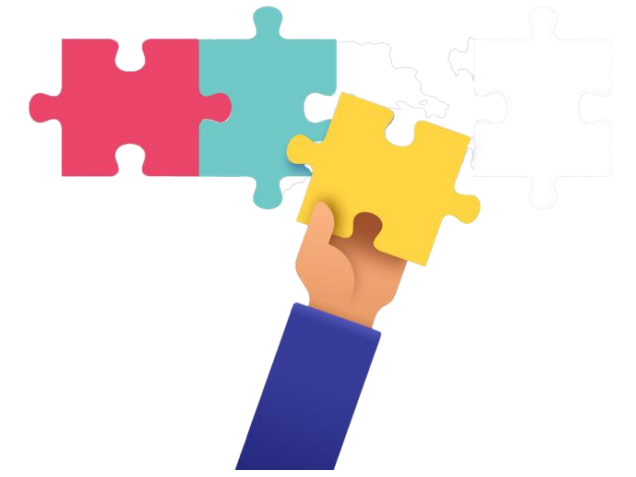
**Prosper.**

Unlocking postdoc  
career potential





# How are we going to work together?



Email me .....vs.....Call me

Give me time to think .....vs.....Work on it together

I need more details.....vs.....Give me big picture

Tell me what to do.....vs.....Let me figure it out myself

Work from home.....vs.....Work from work

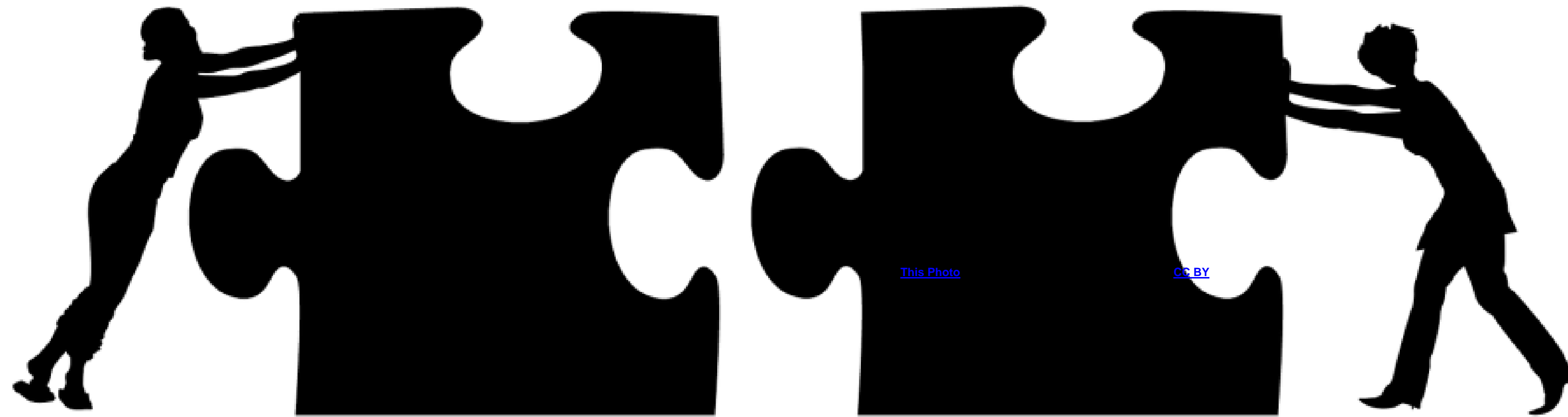


# How are we going to work together?

- Help people get clear on their role
- Set some goals and agree some milestones
- How will we check in with each other?
- How do they like to get feedback? How do you like it?
- How will they let you know if they have an issue?
- How do they like to be challenged?
- What else?



# What needs to be in place for us to effectively work together?



[This Photo](#)

[CC BY](#)

**Prosper.**

Unlocking postdoc  
career potential





**How do you want the people in your team to feel?**





# How about...

Appreciated

Connected

Open minded

Inspired

Supported

Innovative

Involved

Safe

Comfortable  
being  
Uncomfortable

Listened to

Positive

Optimistic

Ok to get it  
wrong



# Psychologically safety

**Valued**  
**Appreciated**  
**Included**  
**Contribution matters**  
**Listened to**  
**Control of our work**  
**Safe to speak up**  
**Permission to fail**





**Activity:**

**Pick one/two of your words**

**What might you need to be doing to ensure more ...?**



# Simple Behaviours

- Follow through on small commitments
- Control your non – verbal cues
- Ask for feedback and help
- Say thank you
- Create opportunities to socialise outside of work
- Share past mistakes and explore the learning
- Shift from tell to ask



# Leadership - Which sounds most like you?



# Democratic Leaders

- Collaborate
- Seek advice of their people when making decisions – though the final decision lies with them.
- Contributions are encouraged from everyone
- Communication both ways

## Benefits

- People tend to feel more valued and increases motivation
- Encourages more innovative and creative solutions

## Disadvantages

- Time it takes to make decisions longer
- Some people don't want to be involved in the decision making





# Laissez Faire Leaders

- Give little or no interference
- Provide tools and resources
- Problem solving and decision making is left to the people

## Benefits

- Increased innovation and creativity
- Need a team of highly skilled people with expertise for it to be effective

## Disadvantages

- Not good for groups lacking needed skills, motivation, adherence to deadlines
- Can result in poor performance and outcomes and loss of direction



# Autocratic Leaders

- Like to make all the decisions
- Communication is one way – command and control
- Peoples ideas and contributions are not encouraged
- Micro managed, a lot of checking and close supervision

## Benefits

- New, unskilled and little motivation benefit from this style
- Times of crisis or tight deadlines
- Decisions are made quickly

## Disadvantages

- Lack of ideas input from staff – can lead to job dissatisfaction, absenteeism and people turnover
- Not all staff need to be closely supervised





# Coaching Leaders

- Encourage and empower people to do things on their own
- Provides plenty of feedback both positive and negative to individuals
- Help others to improve their own personal performance, develops strengths
- Delegate challenging assignments, while still providing all the tools.

## Benefits

- Positive workplace environment
- People know what is expected of them
- Unlocks potential of a person turns weaknesses into strengths

## Disadvantages

- Can take time to be effective
- Effectiveness is dependent on leadership skills of manager and collaborative approach





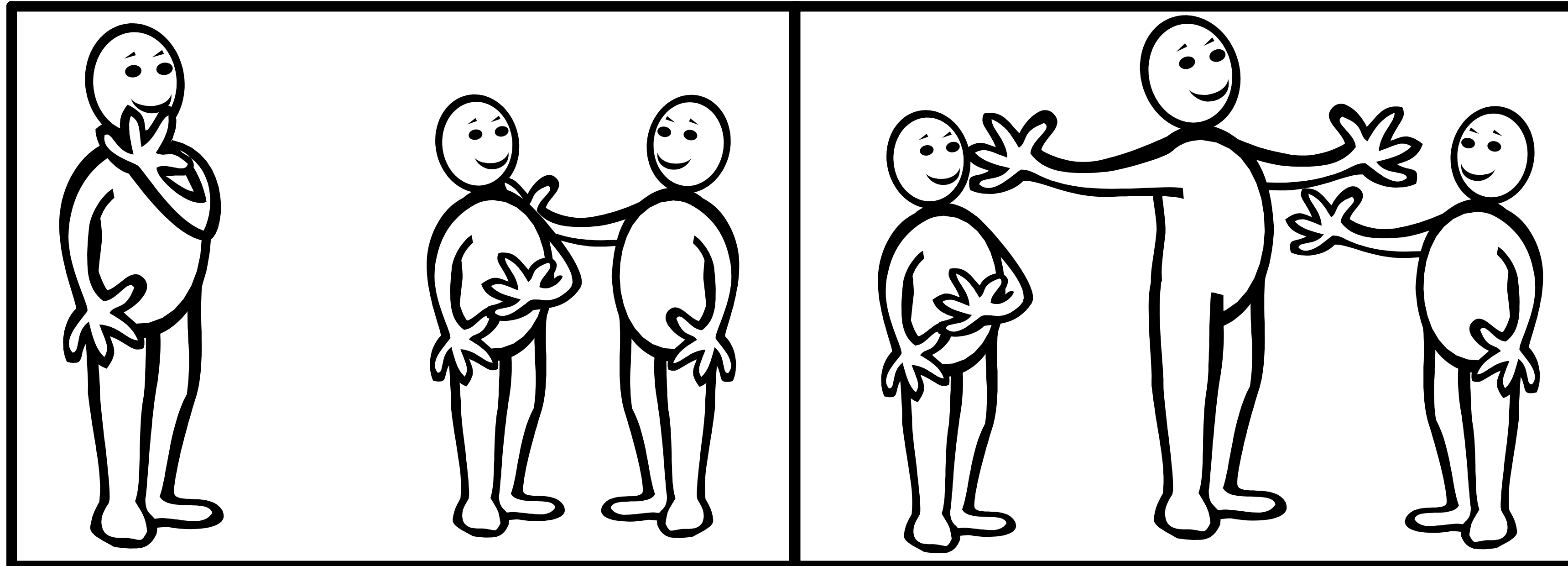
# Managing and appreciating differences



# How do you like to make decisions?

## Thinking

## Feeling



**Detached & objective- tends to see situations from the outside.**  
**Applies objective criteria and consistent rules and principles**

**Involved - tends to see situations from within**  
**Seeks harmony and judges importance of different values involved**



# Characteristics

## T



**Apply logical reasoning**

**Use cause and effect analysis**

**May debate or challenge  
information**

**Seek objective truth**

**Decide using impersonal criteria**

**Focus on tasks**

**Ask 'Is this logical?'**

**Provide a critique**

## F



**Apply individual values**

**Understand others' viewpoints  
Shares personal situations, likes  
making connections with others.**

**Seek harmony**

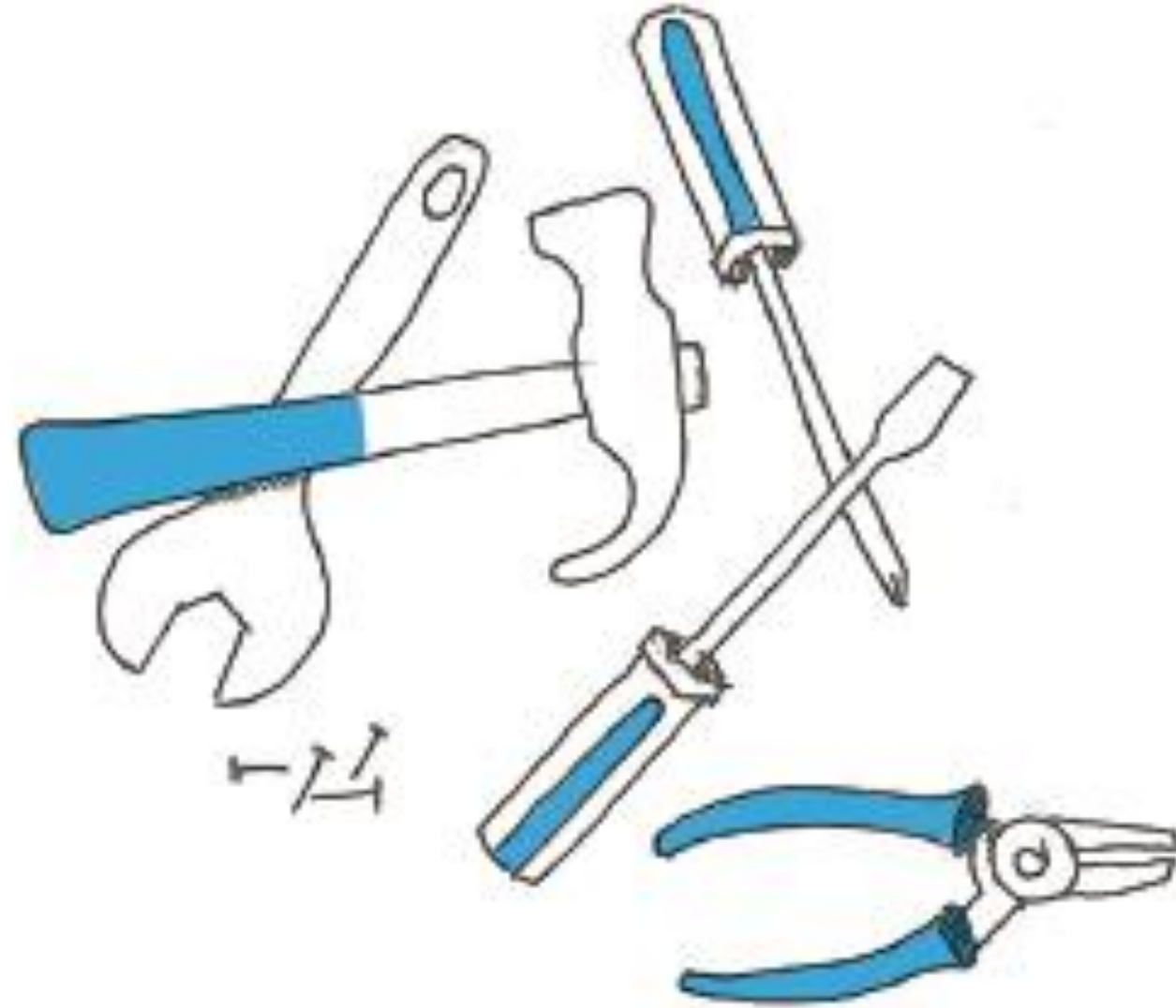
**Decide by personal circumstances**

**Focus on relationship**

**Ask 'Will anyone be unhappy?'**

**Offer praise**

# T-F: Helping style



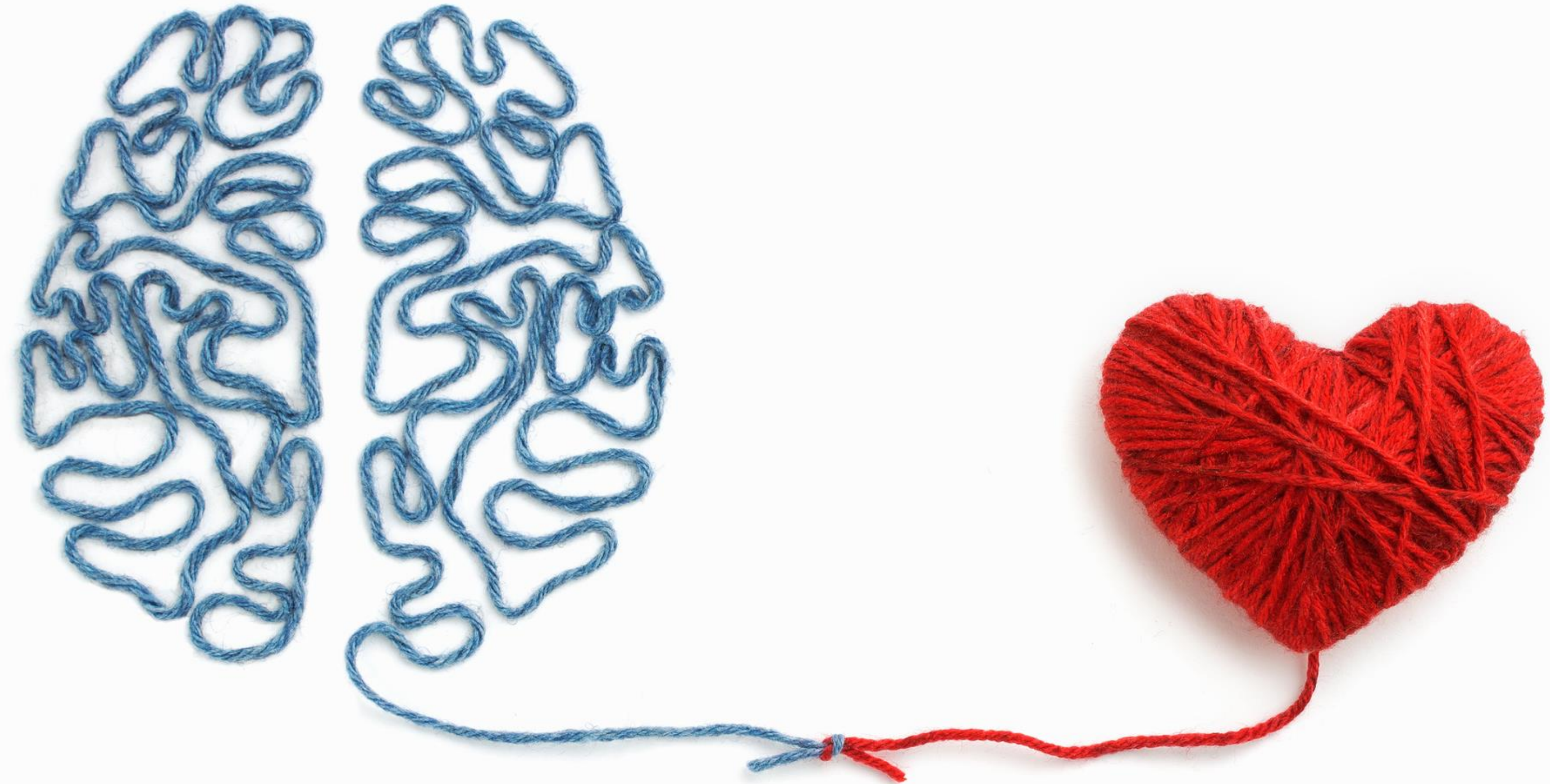
- 
- > Want to help someone by fixing the problem
  - > Tend to look at practicalities and make a logical analysis of the situation
  - > Focus on tasks
- 



- 
- > Want to help someone by being empathic and supportive
  - > Tend to explore how people feel in the situation
  - > Focus on relationships
-



# Share your workstyle and communication preferences





# Taming your advice monster





**Ask more  
questions  
Stay curious a  
little bit longer**



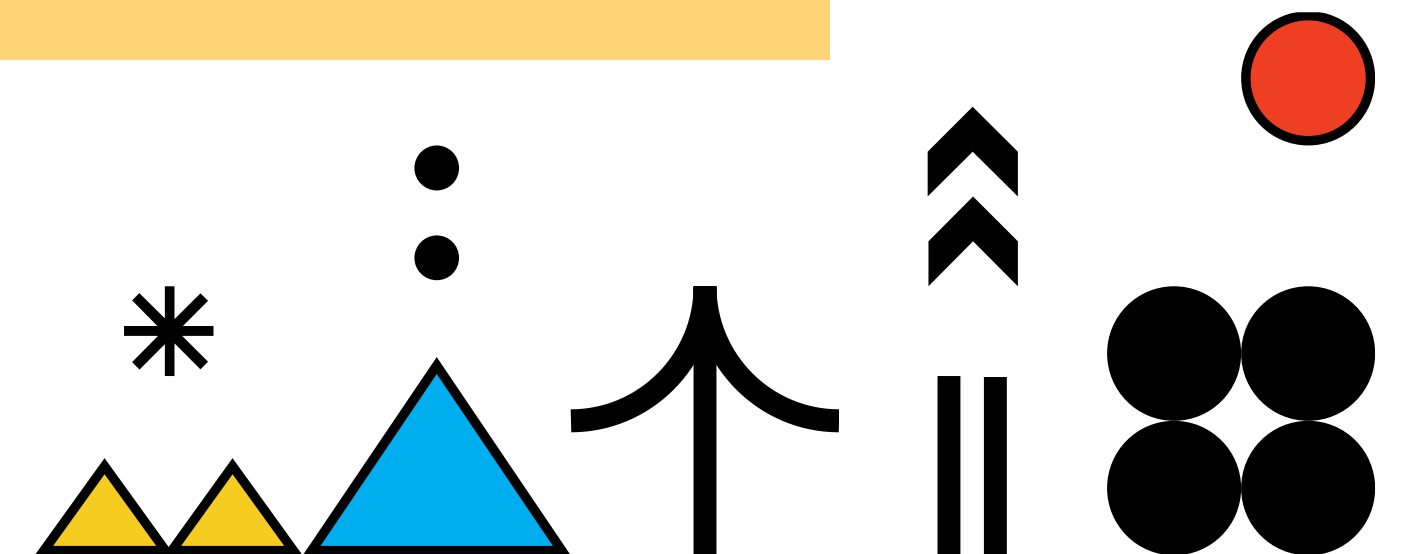
# What will you do?

## One thing I am taking away today...

**A**ction

**C**hanges

**T**hings





# Any Questions



**Prosper.** Unlocking postdoc  
career potential



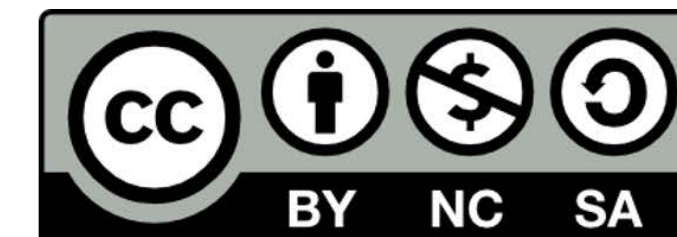
**Thank you. Get in touch:**

**Denise Chilton**

hello@denisechilton.co.uk

**www.denisechilton.co.uk**

Twitter @DeniseChilton



Except where otherwise noted, this work is licensed under the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License. To view a copy of this license, <https://creativecommons.org/licenses/by-nc-sa/4.0/>

Led by



In partnership with



Supported by



An Academy project

