

Positive factors

What factors positively enable and support your career planning and professional development?

Having a goal in mind	A good boss	Awareness of various opportunities	Supportive line manager
A great team / working group	Role Models & good mentors	Working with people outside your field	Public speaking
Having a good supportive network (not just at work)	Institutional support to pursue this	Trainings to showcase career journeys etc.	Specific initiatives that help?
Who are your champions?	Dedicated days to support PO from the institution	Support with creating collaborations and networks	Postdoc development centre - workshops, stip-end, etc. available
Having clear examples and guidance.	diverse career examples	Support for involvement in community activities e.g. committees, networks etc.	
open about rejections	people one can relate to	A supportive institutional culture	
What structures enable you?			

Negative factors

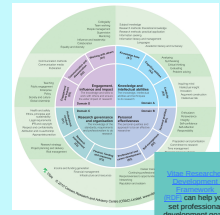
What factors negatively impact your career planning and professional development?

What is expected of you?	Lack of grants	Fast changing requirements for grants	Complex procedures / rules for grants
Pressure from supervisor to get outputs - lack of time to focus on personal PO	Very specific grants (rather than for a broad topic)	Not having a broad postdoc community	Not having protected time
short term contracts	Not achieving this short term goals as planned	Uncertainty.	How are expectations set?
	Expectation of doing overtime to do projects that show independence	Lack of awareness of available opportunities	Not having the tools with the leader with the goal as just on the future that give beyond a short time.
What structural barriers do you face?			
		Not being sure of expectations	

Your Career Planning & Professional Development Toolbox

What solutions can you share? Any approach, mindset, template, workshop, person, tool, resource, etc. that has helped you?

allocate 10 days for use to postdoc as required (part of contract)	Time management skill / tricks & tips	People management skills	Project management skills
Global institutional support	Higher pay pls :)	Explore whether a grant is possible. Public case	
Greater Post-doc community environments	Lab leadership - consider an initiative to provide guidance for postdoc training	Believing in oneself and going ahead being optimistic	More support for mentoring outside the institutions
		Long term contracts!	



Download the **TOP 5 TIPS** and browse all [resources](#)

[Read the Action Items](#)

Participating in institutional, national and international surveys and committees can influence the wider career environment



Your next actions

What will you do next in your preparation for success?

Discuss career plans and contingency plans with line manager and mentor

look at vitae and concordat

Thanks for sharing your planned actions, we really appreciate it!

Make a concrete plan for my 10 development days

actually use the 10 days allocated - prioritise these more