

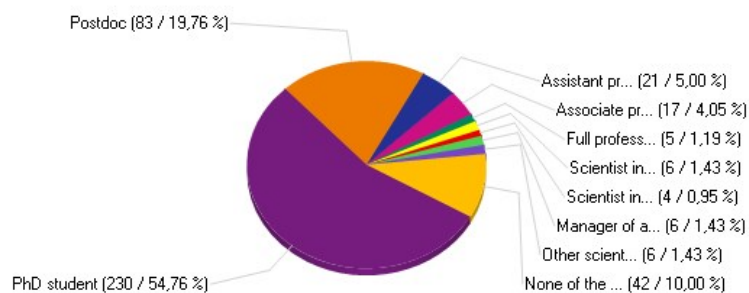
Algemene vragenlijststatistieken

Naam Skills training for scientists
Inhoud 37 vragen

Startdatum 11-02-2014 (verstreken looptijd: 10 dag(en) en 21 uur)
Einddatum -

Afgerond 420

1. Which of the following is closest to your current job description?



Antwoordmogelijkheid	Aantal	Percentage
PhD student	230	54,8%
Postdoc	83	19,8%
Assistant professor (Dutch: UD)	21	5,0%
Associate professor (Dutch: UHD)	17	4,0%
Full professor (Dutch: Hoogleraar)	5	1,2%
Scientist in industry	6	1,4%
Scientist in a commercial company	4	1,0%
Manager of a scientific institute or group	6	1,4%
Other scientist, please specify:	6	1,4%
None of the above	42	10,0%

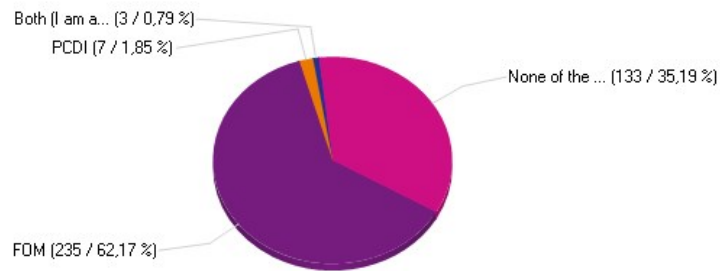
Anders, namelijk:

strategic support staff
 research scientist
 POLICY ADVISOR
 medical doctor with interest in science
 at intergovernmental agency
 lecturer

1.1. In which year of your PhD project are you?

Antwoordmogelijkheid	Aantal	Percentage
1st year	49	21,3%
2nd year	39	17,0%
3rd year	54	23,5%
4th year	66	28,7%
5th year	18	7,8%
> 5th year	4	1,7%

2. Are you affiliated with the following institutes in any way? (These institutes have requested special reports).



Antwoordmogelijkheid	Aantal	Percentage
FOM	235	62,2%
PCDI	7	1,9%
Both (I am affiliated with both PCDI and FOM)	3	0,8%
None of the above	133	35,2%

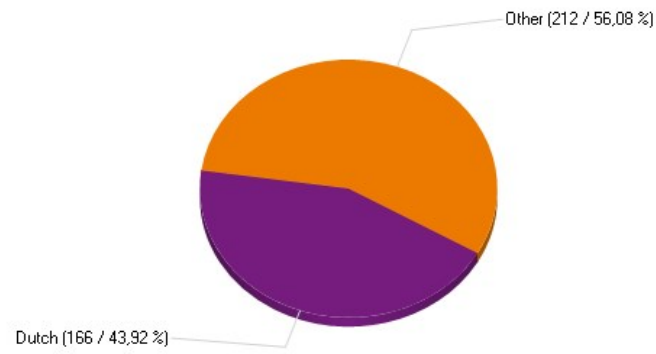
3. What is your gender?

Antwoordmogelijkheid	Aantal	Percentage
Male	221	58,5%
Female	157	41,5%

4. What is your age?

Gemiddelde: 31.2 ± 6.9 (0.2%)

5. What is your nationality?



Antwoordmogelijkheid

Dutch

Aantal

166

Percentage

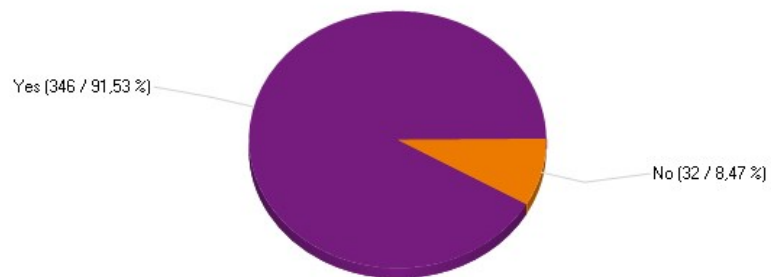
43,9%

Other

212

56,1%

6. Are you practising your work mainly in The Netherlands?



Antwoordmogelijkheid

Yes

Aantal

346

Percentage

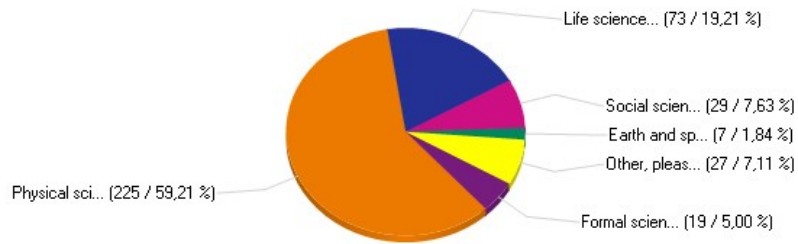
91,5%

No

32

8,5%

7. What is your main field of expertise? (e.g. your education or the methodology that you know best)

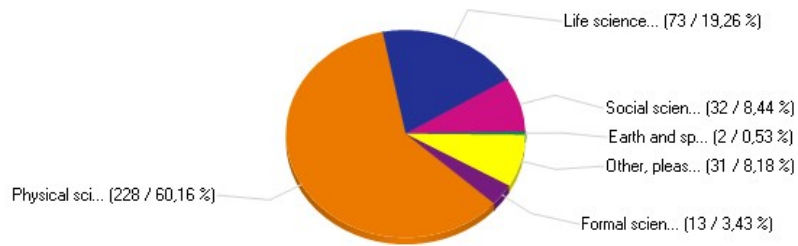


Antwoordmogelijkheid	Aantal	Percentage
Formal sciences (mathematics, computer science, philosophy)	19	5,0%
Physical science (physics, chemistry)	225	59,2%
Life sciences (biology, biochemistry, medicine, ecology)	73	19,2%
Social sciences (psychology, sociology, law, economy, language studies, literature, history)	29	7,6%
Earth and space (astronomy, planetary science, oceanography, geology, climate science)	7	1,8%
Other, please specify:	27	7,1%

Anders, namelijk:

- Communication science
- engineering
- health sciences and gerontology
- Computational Science
- STS/Philosophy
- Engineering
- Engineering
- Electrical Engineering
- biophysics
- Philosophy
- engineering
- Both Physical science and Life sciences
- Chemical engineering
- Engineering
- medical anthropology
- chemical engineering
- engineering
- Design
- materials science
- Aerospace engineering
- Applied Physics
- Material sciences, nanoparticles
- biophysics
- geochemistry mass spectrometry
- Chemical Engineering
- Civil Engineering
- engineering

8. In which scientific branche is your research taking place? (e.g. what is the focus of your department?)

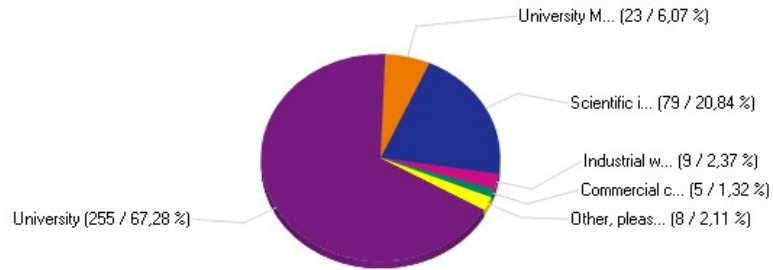


Antwoordmogelijkheid	Aantal	Percentage
Formal sciences (mathematics, computer science, philosophy)	13	3,4%
Physical science (physics, chemistry)	228	60,2%
Life sciences (biology, biochemistry, medicine, ecology)	73	19,3%
Social sciences (psychology, sociology, law, economy, language studies, literature, history)	32	8,4%
Earth and space (astronomy, planetary science, oceanography, geology, climate science)	2	0,5%
Other, please specify:	31	8,2%

Anders, namelijk:

- See above
- engineering
- Both Physics & Astronomy
- Aerospace
- Biophysical
- Control of physics at mechanical engineering
- Applied sciences
- Engineering
- Engineering
- Electrical Engineering
- Philosophy
- engineering
- Both Physical science and Life sciences
- bio-physics
- Technical sciences
- biophysics
- medical anthropology
- chemical engineering
- electrical engineering
- Design
- multidisciplinair
- both in Physical and earth and space
- Biophysics
- Nanoparticles
- Chemical Engineering
- Bio-physics
- Industrial Design
- Material Science Engineering
- engineering
- Biophysics
- Rehabilitation

9. Where is your primary office or workplace?

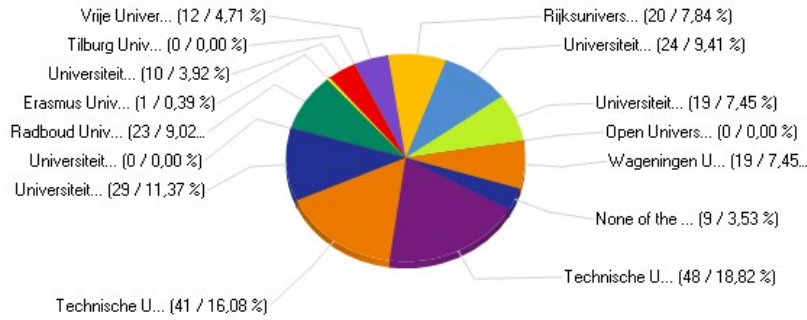


Antwoordmogelijkheid	Aantal	Percentage
University	255	67,3%
University Medical Center	23	6,1%
Scientific institute	79	20,8%
Industrial workplace	9	2,4%
Commercial company	5	1,3%
Other, please specify:	8	2,1%

Anders, namelijk:

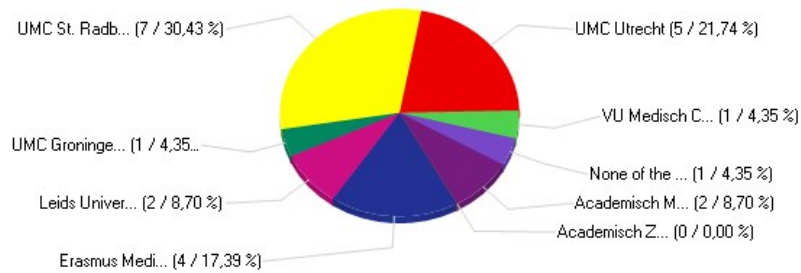
- at home
- governmental institution
- home
- University of applied sciences
- Field based
- mix
- international organization
- intergovernmental agency

9.1. What is the name of this university?



Antwoordmogelijkheid	Aantal	Percentage
Technische Universiteit Eindhoven (TU/E)	48	18,8%
Technische Universiteit Delft (TUD)	41	16,1%
Universiteit Twente (UT)	29	11,4%
Universiteit Maastricht (UM)	0	0,0%
Radboud Universiteit Nijmegen (RU)	23	9,0%
Erasmus Universiteit Rotterdam (EUR)	1	0,4%
Universiteit Leiden (LEI)	10	3,9%
Tilburg University (TIU)	0	0,0%
Vrije Universiteit Amsterdam (VU)	12	4,7%
Rijksuniversiteit Groningen (RU)	20	7,8%
Universiteit van Amsterdam (UVA)	24	9,4%
Universiteit Utrecht (UU)	19	7,5%
Open Universiteit (OU)	0	0,0%
Wageningen University (WU)	19	7,5%
None of the above	9	3,5%

9.2. What is the name of this University Medical Center?



Antwoordmogelijkheid	Aantal	Percentage
Academisch Medisch Centrum	2	8,7%
Academisch Ziekenhuis Maastricht	0	0,0%
Erasmus Medisch Centrum	4	17,4%
Leids Universitair Medisch Centrum	2	8,7%
UMC Groningen	1	4,3%
UMC St. Radboud	7	30,4%
UMC Utrecht	5	21,7%
VU Medisch Centrum	1	4,3%
None of the above	1	4,3%

9.3. What is the name of this scientific institute?

plasma **nikhef** institute lorentz
 ki netherlands hoff antarctic fundamental centre centrum energy british &
 sanquin international dutch rathenau max genetics, fom rice sciences plank
 bloedvoorziening development roessingh and 't medical cancer rams differ
 wur molecular nki survey qmul-loc research fom-institute helmholtz cern
 physics fom-differ instituut for berlin **amolf**

British Antarctic Survey

Nikhef

Rathenau Instituut

Helmholtz Zentrum Berlin

Nikhef

Nikhef

AMOLF

AMOLF

FOM Institute AMOLF

kvi

Nikhef

Max Plank Institute of Plasma Physics

NIKHEF

Nikhef

FOM Institute AMOLF

NIKHEF

AMOLF

nikhef

Nikhef

nikhef

amolf

Nikhef

AMOLF

Dutch Institute for Fundamental Energy Research

AMOLF

Netherlands Cancer Institute

NKI

FOM Institute DIFFER

AMOLF

amolf

NIKHEF

Nikhef

Sanquin

Nikhef

Research Centre for Medical Genetics, RAMS

sanquin bloedvoorziening

AMOLF

QMUL-IoC

Lorentz Institute

International Rice Research Institute

Roessingh Research & Development

FOM AMOLF

Nikhef

AMOLF

Nikhef

Nikhef

AMOLF

AMOLF

amolf

FOM DIFFER

CERN

AMOLF

Nikhef

Van 't Hoff Institute for Molecular Sciences

FOM Institute Amolf

AMOLF

FOM-Institute AMOLF

Nikhef

Nikhef

Nikhef

nikhef

NIKHEF

Nikhef

AMOLF

Netherlands Cancer Institute
 FOM-DIFFER
 AMOLF
 Lorentz Institute
 WUR
 AMOLF
 FOM Institute AMOLF
 AMOLF
 nikhef
 FOM Institute AMOLF
 AMOLF
 FOM-DIFFER
 Institute Lorentz
 Roessingh Research and Development

9.4. What is the name of this industrial work place?

Er is nog niet voldoende data beschikbaar om een wordcloud te kunnen maken. Wanneer er genoeg respons binnen is (minimaal 15 verschillende woorden) zal hier een wordcloud van de antwoorden getoond worden.

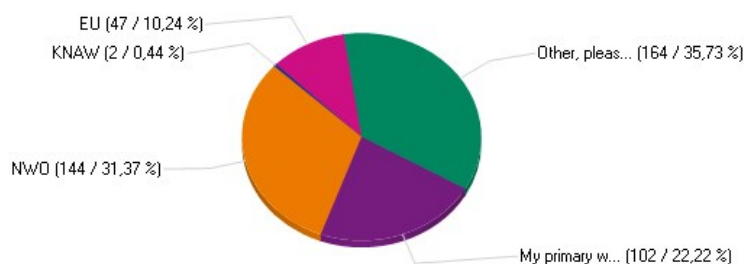
philips
 ASML
 ASML
 Thales
 DDL Diagnostic laboratory
 High Tech Campus, Eindhoven
 ASML
 ASML
 ASML

9.5. What is the name of this commercial company?

Er is nog niet voldoende data beschikbaar om een wordcloud te kunnen maken. Wanneer er genoeg respons binnen is (minimaal 15 verschillende woorden) zal hier een wordcloud van de antwoorden getoond worden.

Endless Mobile
 Parallel computing
 wur associate
 KPMG
 Elanco

10. Who funds/pays your research project(s)?



Antwoordmogelijkheid

Aantal

Percentage

My primary workplace	102	22,2%
NWO	144	31,4%
KNAW	2	0,4%
EU	47	10,2%
Other, please specify:	164	35,7%
Anders, namelijk:		
STW		
different funding agency's including ZonMw, Revalidatiefonds, PID, STW		
FOM		
Australian Research Council		
FOM/Shell		
FOM		
FOM		
NGI		
RWS		
agentschap		
industry		
UK and International Funding Agencies		
FOM		
ZonMw		
STW		
industry		
ZONW		
private companies		
province		
STW & FOM		
FOM		
FOM		
FOM		
FOM		
ZEISS		
STW		
FOM		
FOM		
FOM		
KWF		
FOM		
University de sherbrooke, montreal, canada		
Shell		
FOM		
NanoNextNL		
FOM		
FOM		
??		
Shell		
FOM		
FOM		
Joint solar programme		
FOM		
FOM		
FOM		
FOM		
FOM, CWI, UVA		
DIFFER		
FOM		
COMMIT, TI-COAST		
FOM		
FOM, Microsoft		
Deutsche Krebshilfe		
FOM		
FOM		
FOM		
FOM		
FOM		
FOM		
FOM		
Vidi grant		
ERC		
Shell & FOM		
FOM		
a lot of others, like IGZ, RVZ, health insurers		
me		
FOM		
FOM		

Anders, namelijk:

FOM
FOM
My funding agency
EZ
whitaker
KWF
FOM
University
Dutch Cancer Society
kennis voor klimaat
Templeton World Charity Foundation
FOM
fom
NIH
FOM
LSBR
Shell
ISPT
oil company
Reumafonds
FOM
Industry
eu, agra
FOM
joghem van lochem beurs
FOM
FOM
FOM
Industrial Partnership Programme CP3E
Hersenstichting
Zonmw
industrial partners
PBF
no one
platform betatechniek
3rd party
CSC
STW
IRRI
Private companies or institutions
FOM
industry
My company
FOM
FOM
FOM
fom
FOM
FOM
FOM
A national multidisciplinary project
WETSUS
ASML
FOM
BioSolar Cells
Shell
Min EZ
FOM
FOM
FOM
companies
FOM
SHELL
FOM
fom
AgentschapNL
FOM
KWF
Wetsus
FOM
FOM
FOM

Anders, namelijk:

my company
FOM
FOM
FOM
FOM
the contract has ended, the UvA paid
I work as a medical doctor and I do research during spare time.
mainly own income
FOM
industry
My company
FOM
fom
FOM
A national multidisciplinary project
FOM
FOM
FOM
FOM
Scientific institute
FOM
FOM
FOM
FOM
FOM
fom
UNESCO
n.a.
Agency

12. Please think of the difficulties that you experience in your current job, with regard to communication, management, or your career. What is the problem that you find most difficult to handle at the moment?

not and finding as that - too supervisor communication
but job like what more find time it work how you have he am
be very with are to at much management i from
planning things do lack all difficult when can or people for the
this research would a my

getting prestigious grants

My field of study (Corporate Communication) is seen as too much applied research and not eligible for funding. The field also only has very few journals with a ranking, that forces publications in related fields, that are harder to obtain because of the subject (communications, media) of study. A lack of ranked publications and funding prevents promotion to associate or full professor

At the moment: Making a video clip. The faculty has unfortunately no resources for that.

planning of work and dealing with stress

- Due to the workload, the sacrifices from the private life is necessary.

Too many roles and responsibilities, including clinical work, research and managing a department

the communication with my supervisor

Living abroad while still working for dutch university, mostly from home. This brings 2 main challenges: - Communication with colleagues, both direct colleagues/managers and colleagues I would otherwise meet with during coffee breaks/lunch time.

Regarding direct manager communication is difficult and I feel manager holds me back in my progress. - Keeping focussed on my ultimate goal: becoming a world class scientist in my field of research. (Next question I'll focus on first one).

Time management. Combining the various tasks of a scientific career can be challenging (daily financial and logistic tasks, continued grant and job applications whilst at the same time attempting to conduct research, supervise students, and writing up manuscripts).

Managing time among several different tasks

aligning scientific challenges with policy and societal challenges

International scientific projects are an unorganised bunch of people mostly driven by semi-secret agendas.

The fact that you have to push everyone in order to get things done and then without wanting it delays you as you depend and wait for others.

My career & how to manage my supervisor

writing a succesful proposal or writing a succesful high impact paper (ie science, nature)

finding time to write besides projectmanagement, teaching and supervision.

Securing funding/ a permanent position

Time management, and work-private life balance

Communications and cooperation with other scientist. Lack of knowledge flow from colleagues with experience.

Long term goals in my career and how to start now to accomplish them.
Personal career development
Sometimes things can take a long time to arrange, because people do not reply to question. The problem here is then to mail them again and ask if they can give an answer or simply wait (more polite?).
Finishing the PhD trajectory in time
Dealing with people that manipulate situations for their own interests and making appearing the situation as if it was completely fair and good. Student supervision when the student is not easy to involve in the project and tends from time to time to disappear.
Translating research performed as PhD to industrial setting.
Time management
Tasks (that I don't want to do) given to me by someone that is apparently in the informal hierarchy higher in rank, but is not higher in rank in the formal hierarchy.
To many tasks when there is little time
leading a research group in dilemma of giving them enough freedom and on the other hand keeping a tight schedule/deadlines
Time management
Trying to do too many things at the same time and spending too much time on non-science-related issues (basically being an entrepreneur in a SME).
Management is not efficient Communication is hard to arrange for
communication, handling setbacks (failure), acquisition, time management, focus
communication
Time management - prioritizing parallel/serial tasks
work - private life balance
Pushing the other members of the team to do their work
Staying focussed
resource management
Relying on other people in team work and waiting for them to do something that at the moment I am not capable of doing.
Writing paper
Keeping overview and maintaining a steady progress for such a big project.
Access to equipment - mostly training related
Stress of doing well in academia Voicing some disagreements with departmental regulations in a useful way so as not to risk own career
problems in effectively organizing my working time
A mentor who can coach you for the long term objectives (permanent jobs), could be helpful. Focus is currently mainly at short term work problems. Also broadening of your skillset, to areas like management training (Nyenrode business course, or some other management course, should be accessible for postdocs (not only PhD's)) and courses for broadening of teaching skills would be handy.
1. projects management, specifically multitasking
Delays with the installation of the experimental setup and also to get some knowledge about this new setup (Low-energy ion scattering)
How can I balance my work life with a richer personal life in a way that I'm more productive in both?
There are no experts in my field I can refer to at NIKHEF
communication and management
Planning and time management
Geen problemen.
Obtaining funding
Unexpected setbacks cause enormous delays which threaten the finalization of the project within the contract time.
communication
Political climate, lack of policy,
selling science
To communicate with new people and share my views.
Writing in english
Scientific presentation, writing and planning
What do I want to do after my PhD?
Different requirements in lab space and time of industrial partner and research group
I would like if communication in academia would go quicker.
1 - Science does not work 90% of the times...so everything takes longer than you expect. 2 - Poor management skills of the group/ department leaders in science....eg. not being able to make rational concrete decisions in time of crisis (like wide spread contamination in a lab) due to one's will to please everyone that has a say in the solution. It all comes down to the flat hierarchy in the Netherlands...without strong leaders crisis periods get dragged for too long.
dealing with long term projects and the stress of it,
Juggling too many different projects
It is difficult to make a realistic time plan of scientific activities. Things tend to take much longer than planned, partly due to lack of communication.
just would like to have more discussions about my project in general
How to get started. (I started last month.)
How to do my experiments in an effective way.
1. Interaction and communication with peers and supervisor 2. Self confidence and self criticism
communication with supervisors, in particular when things are not working properly and it is needed to find a solution that can be distant from what has been planned. Understanding the balance between inputs from them and independent decisions.
Experimental problems, difficulty in discussing it with my supervisor.
planning with which part of the research to start

Supervision
The local separation between the site for sample preparation (UU) and measurement (UU-lab, Eindhoven). Local separation from my promoter (ECN, Eindhoven)
I don't know enough people who do their research in a similar field as I do. So, it can be hard to have some new ideas and qualified help. (But I still can do my research, so it's not a great problem)
The problems I found more difficult are lack of time, so organization, and getting to know to other people doing similar things.
Get people from industry partner to invest time and trust in your research
Making a good planning for the long term and not getting distracted.
An un-even workload (too much educational work as compared to research work)
career development
Presenting my result, motivating other people, building up a leadership skills in myself, sometimes communication with a supervisor
Clearly stating goals and staying focused.
Trying to come up with an experimental plan that suits the others and addresses the issues I want to investigate
communication to higher officials without preparation
Finding enough time for carrying out research and writing publications
Trying to manage my stress levels.
Finding balance between work and free time - have the feeling I should do more work when being out of working place (e.g. weekends)
Too many projects are going on in parallel.
Organization of working groups
Finding a productive work routine
Motivating younger phd students to continue to work on a joint research topic in an effective way
Applying for funding, finding a more management-like position in the pharmaceuticals industry.
Communicating my current priority list with my coworkers, i.e. being able to say 'no' to some of their requests.
I find it hard to stay concentrated when doing something difficult. This sometimes makes me wonder whether I should stay in Academia, or switch to a job where I spend a little more time on things that take up time, but don't require as much thought. This leads to me not making the most of my time. I don't have to do much management. Neither do I have to do much communicating. Only with my supervisor really...
I have difficulty about planning my career goals.
with no hard deadlines or goals, sometimes it is very difficult to (1) find a good project to work on; (2) find motivation and have efficient time management in projects
Inexistence of permanent positions in the field.
how to find a balance between managing all the daily tasks that come with the projects that I supervise vs. spending time and energy on things that are important for my career on the longer run, but are not necessary for today (example: finishing my portfolio that I need to apply for my teaching degree, but also trying to figure out 'where I want to go next').
career planning
Evaluate whether things I'm thinking of contribute to a meeting.
Maintaining overview of all my different projects
Turn 'professional bureaucracy' into Agile enterprise, so that multi/inter-disciplinary teams can co-create new & innovative solutions. While the company is stovepiped, and enforces deep-expertise.
Even though my supervisor doesn't pay for my training courses (thankfully my funding agency pays and also actively organizes them keeping some of them voluntary in fact) which I go for once in a while thankfully organized by my funding agency, he still has a problem with that saying that it is taking time away from my research. That is the real problem I face. I want to go for these training but I don't want my supervisor to be angry with me for that.
keeping motivated
The rapid change of focus, from long-term research projects to short-term projects. And the acquisition skills that go with it.
Getting enough supervision and getting corrections on manuscripts back without too much delay
lack of supervision
Good and fair collaboration: how to find a good balance between my own scientific interest and the one of my colleagues.
I feel nervous when talking to my bosses as I feel I need to prove I have done enough work, although they never put this pressure on me.
Making a right choice for my future career.
finding time to search for a new job.
Doorwerken
The most difficult thing for me is time-management. Being a PhD student I'm the drive of my own project and this requires good organization skills and ability to give priorities. However at times I feel like I'm getting lost in the jungle of tasks I want to accomplish all at once and I might be less productive.
time management: like meeting deadlines, and finishing PhD within four years
The hierarchy in the academia
Proper training for handling the research project. There are some required background topics that should be handled via a lecture or some course work.
Effective communication with collaborators
Insecurity, no permanent contract, little perspective
time management: balancing performing research, writing papers, applying for grants, teaching, student supervision
Time management and communication with all of those involved in the project.
communication of research goals and implementing a clear direction in the research

Making the transition to the next job (into another distantly related discipline), following the PhD. I am not intending to follow the classical desperate race for an academic position. I experience little creative input from my supervisor. I am not expecting concrete ideas for jobs from him, but rather a general input he can create based on his experience in the field. He also thinks a lot in stereotypes and has been suggesting to "have more kids" as an alternative to "having a challenging job". I am certainly not staying at home for my kid(s). I have plenty of ideas for potential future jobs and by now even know the function, I would like to have in my future job. But I simply don't know, who hires people for such a function. My strategy is, to talk to as many people as possible, whom might help me to pin-point potential employers. So summing up, this is a problem due to lack of insider information from the discipline I would like to make a transition to for my next job combined with having had too high expectations towards my supervisor in this respect.

lack of capacity at the group gives discussion on each extra task coming in

specifics of dutch working matter and communication, small talk. What is different to other european countries? What is specific in the Netherlands? How to communicate there? How to bargain, eg. when you buy equipment?

Communication with one of my supervisors. He cannot accept the idea of not knowing about a subject! He is not an expert in my project subject, still he can help in one part of it, but not all of it! In the beginning, I didn't think that it may cost any... but now i am over my time and he ignore me. And he delayed my promotion although I was ready on time!

Writing and Publishing papers, mismatch with supervisors over priorities in the project, long distance relationship, finding job opportunities later

management

focusing on my research not being distracted producing output

Networking

-Career opportunities that are very strongly influenced by politics in the department/institute -Reduced budgets for research - Stress

the combination of teaching and doing research. Teaching is in itself fine, but it is formally lower in hours than in reality, which means it eats away my research time. In particular when I also have to organize (coordinate) a massive course (700+ students). Couple this to the stress of knowing that I need to get funding to be able to continue doing research. I got a burn-out and now I am seriously considering - and taking steps- to leave academia and pursue a different career.

Keeping the scientists of the team focussed On the common goal

Writing and Presenting in a way people understand and are fascinated in the same time is a problem for me

Personal planning

finding concentration to start writing

Career: lack of funding opportunities for starting researchers. The dependency on PIs is therefore greater than ever.

Communication: there is little balance between PI/staff and young researchers, as soon something is not in the PIs interest you are put out hanging, while you are expected to give your 101% 24/7. It is hard to negotiate anything since you are completely dependent on them. Its very much a one way-system, although the PIs dont seem to see it that way...

Management: workmeetings in academia are killing, there are now agenda's or to-do-lists made for meetings, most of them are completely and entirely ineffective

Formulating specific expectations and living up to these expectations.

Interaction with my promotor and co-promotor.

1) lack of manpower (students) who would help me making my research work much more efficient and fruitful 2) inefficient, unpopular research project (The construction of new measuring setups (that are very important for the institute) means tremendous, time consuming work that has not any benefit in the point of view of publication record

Communication, reach same goal with others

Uncertainty about the future. Difficulty understanding the skills required to move forward in my career. Do I have those skills? Even if I do, does it ensure that I will have continuity, a future? No. Even if I get funding now for 3 years, a small grant to start up a group, what happens if funding is not granted after that? What job alternatives would I have in my middle 40's?

Efficiency/productivity, given the competitive character of the job

The main problem consists in a lot of paperwork, which could be avoided by using electronic registration and document flow Dutch culture is difficult to integrate

Unclear organizational structure. unclear work load. continuously changing and higher requirements continuous changes in administration

Finding the time to do the things I want to do (which are the things I'm paid to do), most time is taken by administration, management and overhead.

Manage my supervisor (convincing, agreeing on focus, communication)

none

Gender problem, not being Dutch, time management

prioritize time for research because of administration duties and teaching. Too much overwork.

The expectations are way too high. There is not enough time to teach, do research, publish, acquire funding and have fun.

my career

Sometimes times management, specially when multiple task falls at same time.

Networking

Cultural issues

1. I am a passive person. Whenever I communicate with my supervisor, he usually thinks that I have no idea at all about the physical system we are discussing. Therefore, he explains everything from the beginning, like teaching a children although in most cases I already know what he is talking. However, I have always reluctant to comment since I worry that if I would explain that I actually already understood what he is explaining, more misunderstanding will appear again and further wasting time of explanation appears again. 2. I have been educated as "two captains in a boat is a bad thing". In doing my project, I cannot avoid facing my supervisor. He is a person with strong opinion and, I have to admit, is very smart. As he explains and suggests something, usually I let him to take decision and direction since if I would be another captain in the boat, the situation will be worse. 3. I cannot be motivated by negative words even in the modest manner. Whenever one challenged me in a negative words like saying, ".. this is good, but I don't think you would be able to handle this..", I will not think further and say, "It's OK if you say so. I will let it be your problem and handle what is convenient for me only." 3.

Sometimes I also procrastinate.

finding a job

Career planning. I find it hard to find long term job security within academia that is compatible with the choices I have made in my private life.
- supervision of non-motivated / non-capable employees - getting recognized for my skills and accomplishments - getting tasks at work that make me happy
planning of all different projects; their corresponding meetings, time for experiments and analysis, doing literature research, etc
Planning ahead, devoting time to background tasks like reading papers, and efficient use of time.
Lack of time
Transcending my position: I find it difficult to learn more about science policy or getting an helicopter view on science. My work is very focused on the scientific topic.
transparent communication with budget holder supervisor
Task management - where to start, how to continue, where to finish?(looking to the question nr. 13: it's a mix of project management, time management and interactions with people)
Communication and positioning of my research interests and intended career path within the goals of my research group. In particular, I find that even post PhD, employees are hardly involved in the strategic direction that the group leads intend to take and how one can benefit from or contribute to it.
Communicating with supervisor that doesn't want to listen.
management, the range of activities next to the science
No professional, but more personal/family problems
Maintaining focus within a high demanding (and sometimes not understanding) world.
academic leadership, vision development
Management
Making strategic choices
- Adjustment of own ambitions to available time - work-life balance
Expectations of PhD students on a project and performance does not match with their real expertise and capabilities.
Making a good finish of the PH.D project.
Stress, leading a group of smart people with strong opinions, very common emotional arguments, very frequent change of direction, conflict
So far, i have never had "real" interview for the job. I am doing my PhD and I am in the last year. I find important to have this kind of experience for my future career.
publication of articles in scientific journals meeting deadlines -always in a rush ability to convey scientific findings in a concrete way for the ordinary person to understand
Planning, time management, communicating my overall progress and research frame with my promotors. I staed to find my topic boring. I could have been more creative.
Hoe do i get nee perspectives of the social professional embedded in the curriculum
time management
networking, finding funding, 'political issues'that seem to play a role in science and interferes with content
To find a (good) job.
To communicate the impact for the field and my expertise in a convincing way.
The balance between in-dept discussions about science (finalizing papers) and the political issues regarding this, this is especially problematic when under time pressure
my career; I find most difficult figuring out what to do next
Time management and works priority
Creation of enough time to gain funding (in an efficient and effective way).
Explaining and making my study relevant to a bigger scientific program of my institute; then also balancing requests from many different scientists who want social science support but not exactly related to my research.
Dealing with scientific journal reviewers
communication about job opportunities
organizing teaching
Aangeven waar de grenzen liggen wat haalbaar is op een dag, of binnen een bepaalde periode. En uitzoeken wat ik na mijn promotie aan baan zou willen
Taking too many tasks for the available time.
teaching skills to others
Enacting public dialogues, i.e. communication between experts and publics aimed at co-construction of research agenda
It is really difficult to plan something if you are always dependent on multiple unpredictable variables. It is all bureaucracy.
Getting mice, material, patients samples and everything else organised takes a lot of time. Secondly, there is no clear hierarchy in the lab, therefore, things are not organised and nobody takes responsibility. Better management would help.
However, that is something the leader of the team should be taken care of. Not the PD student.
Lot of things to worry in the beginning of the project; setting up the project, learn the subject and provide some results in the initial phase. The administrative procedures at the beginning of project adds up some more stress.
effective use of time, personal happyness
time management. Much work, little time
Project managment - time managment
Communication with external collaborators
motivating people to work efficiently, things take too much time.
Career opportunities after PhD.
Motivation
Advisor communication
I never felt any extreme difficulties during my PhD.
computing tools versus physics message
time management and prioritizing projects
Time management, how to decide what is worth your time the most and will be the most fruitful approach.
I don't have any publications yet

To find sources of inspiration.

The biggest problem is my supervisors and promoters are not giving importance as much as my work colleagues. All the people says because they do trust me but I feel more like they really dont care much! And my supervisor has many duties so often he is canceling meetings and we just see each other from conferences to conferences. This is not a good communication way I believe! Most of the work colleagues are not very friendly either. And technical staff is really hard to control. They dont mind at all this is actually important for you and they just see this as a job from 8 to 4 therefore more students needs more technical staff members but the sources are limited. So Many days I feel like I am sitting on my desk thinking about good scientific experiments but there is not enough help to make it real! :(

Mandatory courses not strictly related to my research field

After a temporary contract, I find it hard to find a new job.

Task prioritizing

Writing a paper

To finish my PhD in time.

Sometimes I solve the problem but then I am not able to explain my results, briefly.

- Recognition of the work done and progression in my career - Impossible to reconcile work with family life unless already have a permanent position which is not my case - All this leads to frustration - I don't think is my skill problem but a STRUCTURAL problem

Insufficient infrastructure and career

separated from the group, since within my topic, I am the only one PHD. not much time to look for a job.

I do not have much knowledge on physics and mathematics.

My direct supervisor and I have different priorities in choosing what direction the science should go.

Science is constantly confronting the unknown, what will this measurement give, what does it mean? When will I complete an article on data we do not understand?

Meeting deadlines, writing papers, planning the next phases of the project(s).

As my research is just started, i'm still searching for the right direction of the research. This gives difficulties in designing a setup and telling people what my research is about.

As these are temporary positions, the management structure is not necessarily well defined or backed up for postdocs and students. This is understandable but makes it difficult in some cases if there is a conflict.

Time management

-I do not like what I do. Research in physics is not nice (I am chemist). -Communication with colleagues is tough. -I do not have support from my supervisor.

No

Communication a little bit, planning the experiment due to instrumentation(busy or broken), time management, grasshopper problem- concentration on top priority tasks.

Funding my research. Hard to see a permanent position soon in time.

Taking on too many commitments and promising extensive results, fueled by the knowledge that the academic job market is competitive and that one needs to stand out. While in the end the results are indeed good, it feels that one is constantly overreaching and creating stress.

cannot follow Research plan. supervisor does not want publication in a hurry, which makes me feel difficult to graduate

Time Management/ Scheduling

Communication and work-life balance

Plan the research in consequent steps toward the final big goal and assigning the reasonable time to each of the steps in order to have a durable schedule.

How to efficiently and effectively work in an international consortium. We don't see each other often; so communicate through email or conference calls, so it's harder to keep close contact and have a feel for the relations between each partner.

Finding a permanent position in future.

to perform my scientific project with achievements fast and step by step.

Balance between managing students and own work

Time management and planning

Conveying the usefulness of fundamental research

Writing articles / planning

Group is too little compared to the goal

career perspective, team work.

Research is always challenging, You have always to think something that was not thought before

Communication and management. Communication with supervisor proves to be difficult. As for the team leader, I think it would be good to be more skilled in management and problem solving.

Time management. Long-term

Not only is positive feedback only given when I explicitly ask for it, but that's also true for negative feedback, i.e. when it's already too late to change my way of work. I find it very difficult to ask for feedback, when I can already expect it to be negative.

Multitasking, and time/project management

Lack of time

Plan ahead enough

Deciding what to spend my time on.

Too much politics (can handle it).Too much work to do (less able to handle it = select).

Everything is as perfect as I could dream of.

Communication.

lack of top quality colleagues

balance resources and ambitions

Finding fitting job opportunities

Asking around and making sure that the work I'm doing is new and has not been done by anyone else, i.e. confirming that I'm not reinventing the wheel.

Results and Progress of research

- Can't discuss scientific issues without knowing them in details; and each of the subjects areas are quite deep. - Too many things at the same time make me confused. - I would like to gain a detailed knowledge of the scientific finding before speaking on the result confidently, as I feel very shallow while I explain them without knowing them. Often the situation demands that I have to present them sooner than I have the deeper understanding of them. - I love delving deeper in science, but with all these shortcomings, I am not able to decide whether I should do a post-doc or choose a career in job.

communication, language problem.

Hard work, but slow progress.

Supervisor is old-school.

left alone in my research, bad planning, no one will take over my experiment when I finish my phd

It is quite difficult continuously motivate yourself for 4 years.

Saying no to projects or colleagues when I have a full schedule. Second problem is how to sell science in these times of economic crises.

Communicate with some of my colleagues.

not enough data to publish

saying no to my supervisors

This line of work often lacks a kind of certainty. As a beginning PHd student you never know if you progress as suspected which can make you self conscious in negotiations or uncertain about the work you do in general.

I had to start and work through my PhD independently, without a regular supervision even in the first year. My supervisor was rarely here, so I had a huge problem communicating with him, because working by emails clearly did not work for me. That made my progress painfully slow.

Time management and setting priorities for myself.

How to get organised and to get a direction in the project?

communication, getting other people to do the things I want them to do. (Professor reading my thesis)

What to do next? How to find a job outside academia? Is it possible to create more tasks in my PhD project that also useful outside academia / how to better describe these tasks for future jobs?

Finding your place and position in the web of the various partners within the large research consortium whom still all have their own agendas

Most of the colleagues in my group doing research in different fields from mine. I don't have enough discussion with my colleagues and my promoter. I am also not very talkative, so daily communicate with my colleagues is also limited

Planning and to stay on track

- very large company structure with complicated hierarchy - no support or encouragement to keep on 'up-dating' yourself - very bad communication

coaching time management

It is difficult to know how I will do what I want to do in the future.

Mijn onderzoeksgroep wordt slecht gemanaged/ gecoachte/ gecoördineerd. Wanneer ik zaken aankaart of ideeën opper, wordt er zelden iets mee gedaan, want over het algemeen is het teveel werk (ligt buiten mijn 'circle of influence'). Ik ervaar dit als zeer frustrerend.

Saying 'no'.

n.a.

Currently my main struggle is with creating a balance between my PhD work and all the other activities that demand my attention

communication

Time management

How to plan everything within my work hours (Time management)

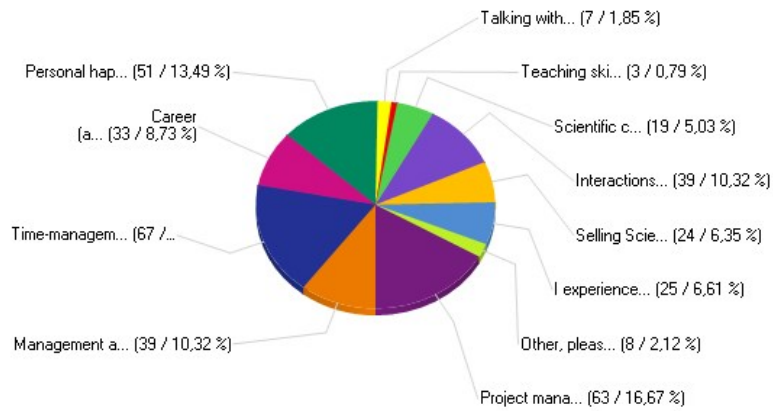
I started a few months ago in a completely new job as a dept manager. I'm just still not that familiar with things like strategy, vision, delegating and I'm not sure if this will grow naturally.

Dealing with what other people want from me without sacrificing my own needs.

No opportunities and/or support to develop skills other than technical skills

- Lack of motivation for performing the experimental work.

13. In which category do you mostly recognise the problem you just described?



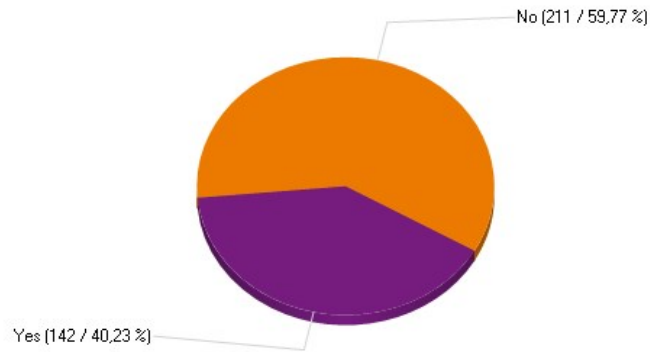
Antwoordmogelijkheid

	Aantal	Percentage
Project management (planning, progress, deadlines, setbacks, tasks and roles, project administration and organisation, etc.)	63	16,7%
Management and Leadership skills (coaching, instructing, delegating, team management, motivating, quality management, strategy, vision, politics, supervision of PhD students, etc.)	39	10,3%
Time-management (daily progress, distractions and setbacks, organisation of your work, small-scale planning, distinguishing urgent from important matters and routines, etc.)	67	17,7%
Career (applying for jobs, job interview, finding jobs, not knowing what jobs you want, not knowing what skills you have, not knowing how to develop yourself)	33	8,7%
Personal happiness (dealing with stress, balance between work and private life, focus and concentration, worrying, finding out what gives you energy and fun, etc.)	51	13,5%
Talking with non-experts (patients, end-users, policy makers, industrial partners, journalists, social media)	7	1,9%
Teaching skills (setting up educational classes or programmes, supervision of bachelor and master students, didactic competencies, applying learning methods, etc.)	3	0,8%
Scientific communication (publishing, academic writing, scientific publications, scientific presentations, etc.)	19	5,0%
Interactions with people (for instance; assertive behaviour, cooperation with colleagues, dealing with a supervisor or boss)	39	10,3%
Selling Science (getting your research funded, and making money with the results: presenting, convincing, networking, recognizing application opportunities, entrepreneurship, valorisation, business negotiation, etc.)	24	6,3%
I experience no difficulties in the above mentioned areas.	25	6,6%
Other, please specify:	8	2,1%

Anders, namelijk:

- racism
- Diverse, I cannot choose between "Management and leadership skills", "career", "personal happiness".
- Summarizing my results, briefly and in a concise manner.
- Contents of the work
- Boss difficult personality prevents to hire new master/PhDs
- different project after 2 years
- There is no fixed project where I am involved in as a result the focus is diluted and motivation diminishing
- got fired

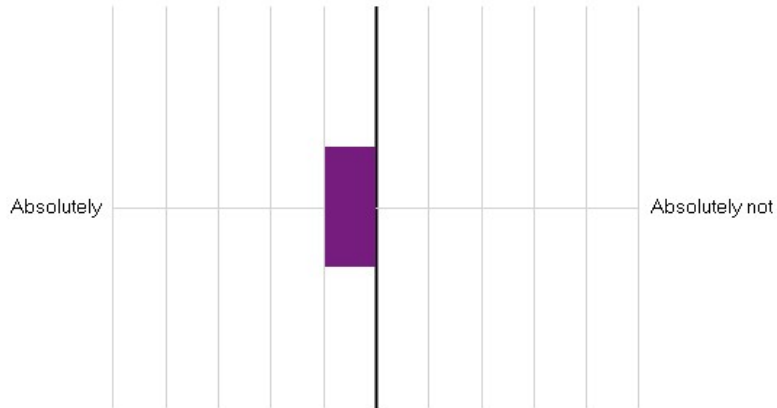
14. Have you followed a skills training to work on this issue/these issues?



Antwoordmogelijkheid

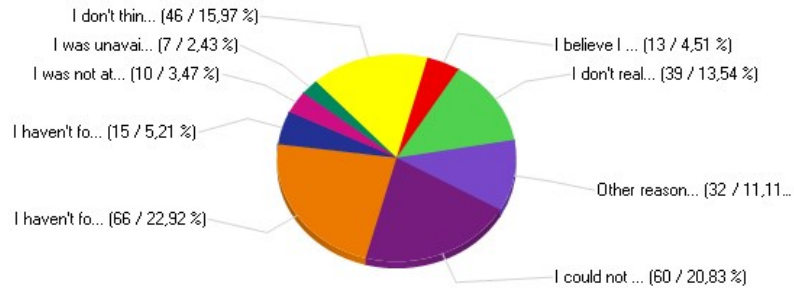
Antwoordmogelijkheid	Aantal	Percentage
Yes	142	40,2%
No	211	59,8%

14.1. Has it helped you?



Response	1	2	3	4	5	6	7
Aantal	7	30	51	23	18	8	5
Percentage	5%	21%	36%	16%	13%	6%	4%

14.2. Why have you not followed any training regarding this issue?



Antwoordmogelijkheid	Aantal	Percentage
I could not find any training that tackled the issue	60	20,8%
I haven't found the time	66	22,9%
I haven't found the money for it	15	5,2%
I was not attracted to the contents of the training	10	3,5%
I was unavailable on the dates of the training	7	2,4%
I don't think this issue can be solved with a training	46	16,0%
I believe I have no influence on this issue	13	4,5%
I don't really know	39	13,5%
Other reason, please specify:	32	11,1%

Anders, namelijk:

I do not know if there is this sort of training

Not had issues like this before, only started recently. Did not (yet) take the effort to try doing something about it.

The training would be useful for "the other end" (profs, etc) of this issue.

A combination of not getting round to it and not knowing where to start/exactly what to do too much to do is an issue but not a problem for me

will do a training soon

Not found the course

it's not important right now

I started one month ago and will be taking training.

I have just started my PhD

There are no problems I have that are urgent enough to require a solution in the form of a training

It's not a bottleneck

The answer lies in the question

because it is not my problem that he is strange! i did my best to be calm and stay good tempered, but it is painful

it is not a large problem and no ugence

sport helps in combating stress

i have just started the PCDI employment outside of academia course

I am about to take the training

the phd is the training

Training is not given yet

learning on the job

Never thought about it

It's not me that should be trained

No aware of any trainings

priority

I feel I could improve on my own already, if I'd try

trainings are organized mainly in Utrecht, long time travelling from Enschede

Only recent problem, 1.5 years to go, will follow training

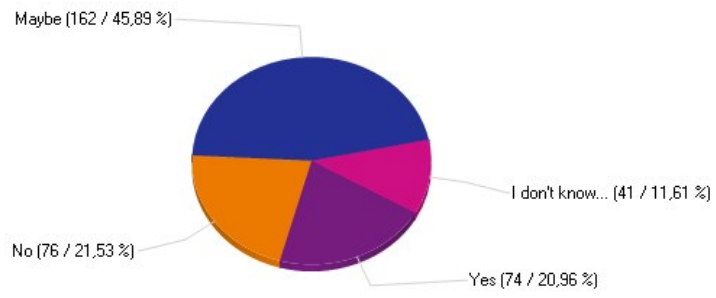
n.a,

I'm not sure if a training for this specific issue is the solution

The problem came up very recently

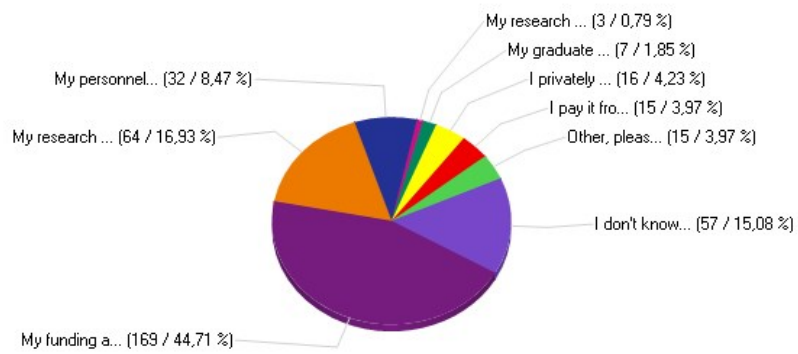
I am new to my job

14.3. Are you planning to follow a skills training on this issue/these issues (again) in the near future?



Antwoordmogelijkheid	Aantal	Percentage
Yes	74	21,0%
No	76	21,5%
Maybe	162	45,9%
I don't know	41	11,6%

15. Who usually pays for your skills training?

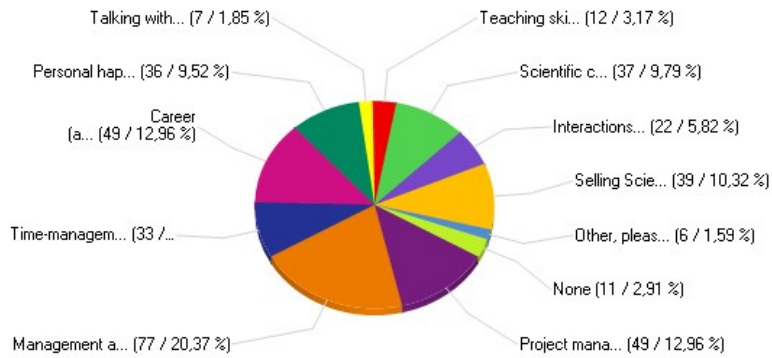


Antwoordmogelijkheid	Aantal	Percentage
My funding agency pays for it	169	44,7%
My research department pays for it	64	16,9%
My personnel department pays for it	32	8,5%
My research school pays for it	3	0,8%
My graduate school pays for it	7	1,9%
I privately pay for it	16	4,2%
I pay it from my personalised career budget	15	4,0%
Other, please specify:	15	4,0%
I don't know	57	15,1%

Anders, namelijk:

- Depends
- no funding available
- I haven't followed any
- FOM
- FOM
- FOM
- FOM
- FOM
- the foundation that I perform the work for my university
- Funded by FOM
- FOM
- From research budget
- the skills training was a pilot that was fully financed externally
- my funding agency and myself

16. In which main area would you generally like to develop further in the near future?



Antwoordmogelijkheid

	Aantal	Percentage
Project management (planning, progress, deadlines, setbacks, tasks and roles, project administration and organisation, etc.)	49	13,0%
Management and Leadership skills (coaching, instructing, delegating, team management, motivating, quality management, strategy, vision, politics, supervision of PhD students, etc.)	77	20,4%
Time-management (daily progress, distractions and setbacks, organisation of your work, small-scale planning, distinguishing urgent from important matters and routines, etc.)	33	8,7%
Career (applying for jobs, job interview, finding jobs, not knowing what jobs you want, not knowing what skills you have, not knowing how to develop yourself)	49	13,0%
Personal happiness (dealing with stress, balance between work and private life, focus and concentration, worrying, finding out what gives you energy and fun, etc.)	36	9,5%
Talking with non-experts (such as patients, end-users, policy makers, industrial partners, journalists, social media)	7	1,9%
Teaching skills (setting up educational classes or programmes, supervision of bachelor and master students, didactic competencies, applying learning methods, etc.)	12	3,2%
Scientific communication (publishing, academic writing, scientific publications, scientific presentations, etc.)	37	9,8%
Interactions with people (for instance; assertive behaviour, cooperation with colleagues, dealing with a supervisor or boss)	22	5,8%
Selling Science (getting your research funded, and making money with the results: presenting, convincing, networking, recognizing application opportunities, entrepreneurship, valorisation, business negotiation, etc.)	39	10,3%
Other, please specify:	6	1,6%
None	11	2,9%

Anders, namelijk:

- Both Selling Science & Personal happiness
- Management and Leadership skills & Teaching skills
- Senior course on leadership of international scientific projects and scientific communication
- Topic of research
- computing skills

17. Optional: Can you specify what kind of training you would like to follow in the near future?

what time develop more from would with for also
 the that writing scientific my effectively personal how
 skills training leadership but or people like which am you i
 to management, phd - project career be out not have can
 management science research job are find and as
 a

- time management & planning for writing process
- Job applications and the steps to follow during job applications

I get the opportunity to follow a leadership training

I would like to learn to communicate effectively with people from a wide range of backgrounds. Now I live abroad, I understand that there are so many ways of communicating and I would like to be able to deal with all of them. In particular the types of communication I often face at work. In practical sense: I would need either a local coach/trainer or online training with maybe one or two personal meetings when I am in The Netherlands anyway.

Strategic decision making to align science with policy

Carreer workshop (applying for jobs, job interview, finding jobs, not knowing what jobs you want, not knowing what skills you have, not knowing how to develop yourself)

Time management and prioritization

Supervising people is really fun, I can see myself in a training to improve the overall communication

Not sure, which is probably the problem! I would like to take the passion with which I (successfully) drive my research forward and use it to drive my career forward (which is passively stagnating as far as I can tell). Learning how to develop myself in my career Learning how to be more assertive with respect to career development

acquisition, grant writing

deal the relationship

Career related trainings and management related trainings that you do not gain experience with during PhD.

Time management

Presenting science

assertivity

Encouraging PhD students to help find their way towards a healthy and un-stressful decision whether they want to continue in academia or go to industry or somewhere else.

Learn more about writing papers and where they could possibly be published

scientific writing

academic writing, scientific presentations

What actions can I take from my current position to promote my career?

entrepreneurship

Team delegating, supervision, entrepreneurial responsibility

how to get a job in industry

Practical training and experience sharing by other people in similar situations.

Scientific writing in english

Leadership training.

Actually more than one. If given above choice, personal happiness sounds interesting. Failure/accomplishment/stress perhaps too often influences the personal happiness. But scientific writing, presenting, and planning definitely sound useful too.

How to write a article and give a presentation well

I am interested in the time-management and also in the teaching skills, how to share your positive experience with the others in a productive manner.

how to make a good plan and defend it with the supervisor who may have a different opinion.

I will attend business courses related to science and entrepreneurship

I would like to improve my ability to make presentations, and to make speech in front of a big amount of people (not necessary scientific ones).

Since I can only choose one option, a short remark. I would like to develop further both on career, personal happiness and selling science. I would like to develop some skills in finding research subjects that give me energy. So: to start thinking from my own ideas and learning how to find funding and relevant networks for that.

How to set up something from scratch with little prior information and almost no pre-determined goals.

Anything that will enable me to plan and administrate a large scale scientific project which involves around 5-10 people.

Management, maybe more specific clinical research management...

Staying focussed would be one of the main problems. I don't really know what kind of training would help. This is related with being sleepy (even with >8hrs of sleep), and "finding out what gives you energy and fun" as mentioned in question 16. I'm not really sure this is a job-related issue. I also don't know what a training could add to this. However, if there would be a training that would claim to help, I would follow it.

Depending on what direction I would continue in (academic/professional), I would like to either attend trainings to "sell your research" (ie. writing grant proposals etc.) or trainings to find out what my future options are outside of academia

I would like to know what I want from a job, after my PhD

new business development. sales?

A training that would help me to better formulate my message (eg. elevator pitch)

I would like to learn how to efficiently use my time and avoid distractions. especially avoiding distractions

project-management, time-management and leadership training

Senior course on leadership of international scientific projects

How to separate the specifics from the generals and how to divide tasks in an efficient and effective manner.

Personal/Professional development

multi-day course with experts who can teach the subjects (also having more experienced researchers present their strategies) - maybe a 'community' that meets once a month/2-months to exchange and further develop

I would like to generally improve the skills I will need after a transition to a more political and/or commercial working environment. Since I am highly specialized scientist by now, I guess, I have missed out on training skills that matter in "real jobs".

motivating, delegating

Leadership from a Western perspective

If I want to work out of Netherlands, say a specific country, I have absolutely no idea how to approach and start.

The steps from technology into commercialisation

See above

- how to negotiate work/life balance with boss as a starting researcher, considering the 'for you 1001 others' adagio.

Leadership training and Project management training

Both soft skill training and training in specific research field I have visited regularly the soft skill training workshops organized by PCDI career initiative or my funding agency (FOM), which were really useful. Furthermore I plan to visit several summer schools, workshops, where I can extend my knowledge about measuring techniques, programming languages and specific research fields. However I could not use these possibilities effectively due to lack of time, as I spent all of my time to my research project, which is still not progressing with proper pace as I expected before.

As I am looking for a new job in EU I would like to know the tips of getting a postdoc position. I want to know how to write the propriate CV and motivation letter or how to show myself in the best light during the interview.

Thinking effectively with different hats on, managing stuff more effectively

knowing what I want and how to develop myself, but also management and leaderships skills

Dealing with east-asian scientific researchers

some training that can help me find a job outside of the academic world, or outside of research

I like to figure out what careerpaths are desirable with my skills/background/personal situation

Time management, managing everyday issues, prioritising, delegating

Leadership and project management development training.

management and the balance between work around science and science

-

How to motivate high potential to excel outside of their comfort zone.

Academic leadership at the level of associate professors. Preferably with attention for gender issues.

Statistics

Time management, project management, negotiation skills

To get more insight in developing skills needed for interview. How to write CV, to get "feeling" how interview looks like.

Project management and defining my own focus after phd

financial project management

I would like to develop leadership qualities such that people, both researchers and non-experts, will recognise and value my expertise.

I would probably need to 'learn' how to balance work and private life.

Loopbaantraining

Frame reflection, i.e. clarifying, reflecting on and justifying beliefs, intuitions, assumptions, values, world views so as to enable collaborative reframing through dialogue

A training helps to improve project management, time management and leadership qualities.

Building up social skills. I believe this is missing most in the scientific environment. The networking is so little, many people does not have the exchange of knowledge then I am trying to contact with people all over the world. Thank god the communication is easier now a days. But you can imagine this is not efficient.

Working efficiently

self evaluation, career planning, management

scientifi paper witting

see 16.

teaching skills and career

to find out, which field or what kind of job I like

I think I would benefit most from individual coaching. there are many areas on which I would like to develop, including project management, management and leadership skills, but also carreer and personal happiness. Currently, I receive no guidance whatsoever.

none

general training, and with personal feedback

Learn to write a VIDJ proposal

How to find a job outside physics (bank)

career training as the end of my conctract is rather soon

Scheduling small and large scale projects, determining go/no-go points, acting on results and adapting schedule.

leading the blind and deaf and unwilling

Proposal writing

I just need to participate well in conferences and my group's research.

-A training that would make me more confident on speaking and putting my points forward without thinking that they might be considered stupid.

English speaking, English academic writing

acquisition training that focusses on content and not on funding/economics. career training on interdisciplinary research.

how to work/build on your career after finishing my PhD

time management training, interactions with people and management and leadership skills

I would like to follow a training that helps me master managing my work and the time it takes or should take. But also setting goals for myself to achieve, and be happy when they are done. A coupling with the bigger picture, so project management and long term planning would be essential here as well.

- science policy - team management

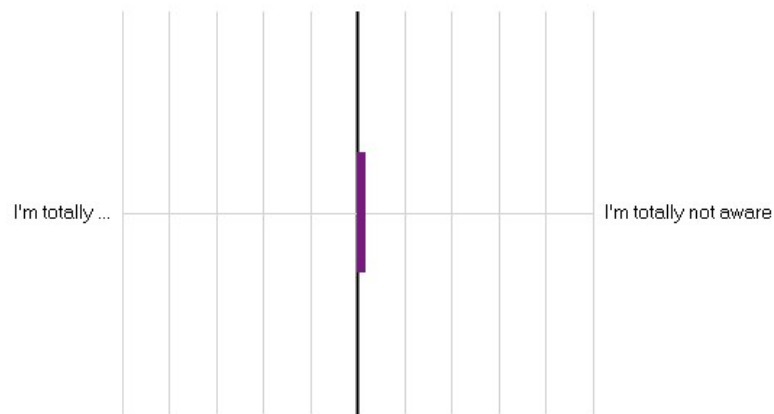
coaching/supervision/motivating PhD students (I need) time management (I need) selling science (I should..)

Ik heb veel nuttige trainingen gevolgd en hiervan veel geleerd. De volgende stap in mijn carrière zal zich ontwikkelen richting project management en leadership skills. Hier zal ik me bij mijn volgende baan op gaan richten (ik zie dit niet als deel van mijn promotietraject)

Balancing work and private life, identifying things that gives me more energy

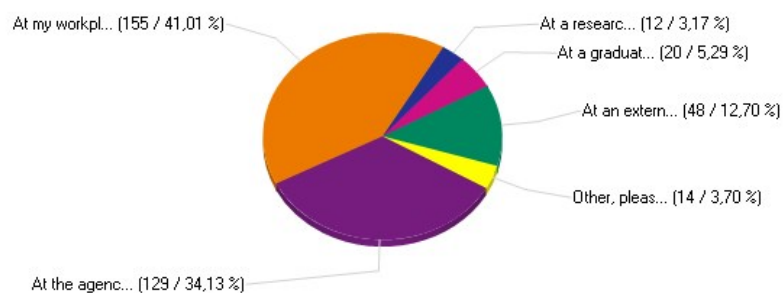
Effectively influencing others

18. Do you think you are aware of all the skills training possibilities that apply to you?



	1	2	3	4	5	6	7	
I'm totally aware	11	62	76	71	73	58	27	I'm totally not aware
Aantal	11	62	76	71	73	58	27	
Percentage	3%	16%	20%	19%	19%	15%	7%	

19. Where would you most likely look for skills training in communication, management or career?

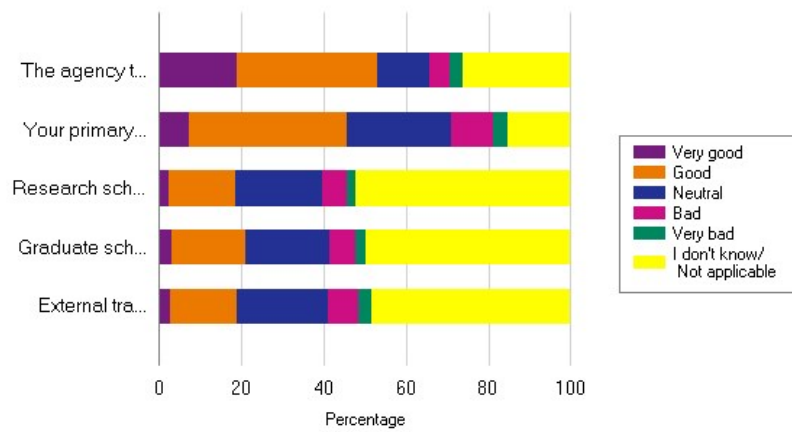


Antwoordmogelijkheid	Aantal	Percentage
At the agency that funds my research	129	34,1%
At my workplace (personnel department, colleagues, supervisor, etc.)	155	41,0%
At a research school	12	3,2%
At a graduate school	20	5,3%
At an external training company	48	12,7%
Other, please specify:	14	3,7%

Anders, namelijk:

- Internet
- internet
- none of the above
- don't know
- FOM
- depends
- at my university, not the medical centre
- FOM
- all of the above
- the Internet
- asking around
- no idea
- ask colleagues for their experience with training
- Depending on the company

20. How do you rate the findability of information on skills training at:



Antwoordmogelijkheid The agency that funds your research

	Aantal	Percentage
Very good	72	19,0%
Good	129	34,1%
Neutral	48	12,7%
Bad	18	4,8%
Very bad	12	3,2%
I don't know/ Not applicable	99	26,2%

Antwoordmogelijkheid Your primary office/workplace

	Aantal	Percentage
Very good	28	7,4%
Good	145	38,4%
Neutral	96	25,4%
Bad	38	10,1%
Very bad	13	3,4%
I don't know/ Not applicable	58	15,3%

Antwoordmogelijkheid Research schools

	Aantal	Percentage
Very good	9	2,4%
Good	61	16,1%
Neutral	80	21,2%
Bad	23	6,1%
Very bad	8	2,1%
I don't know/ Not applicable	197	52,1%

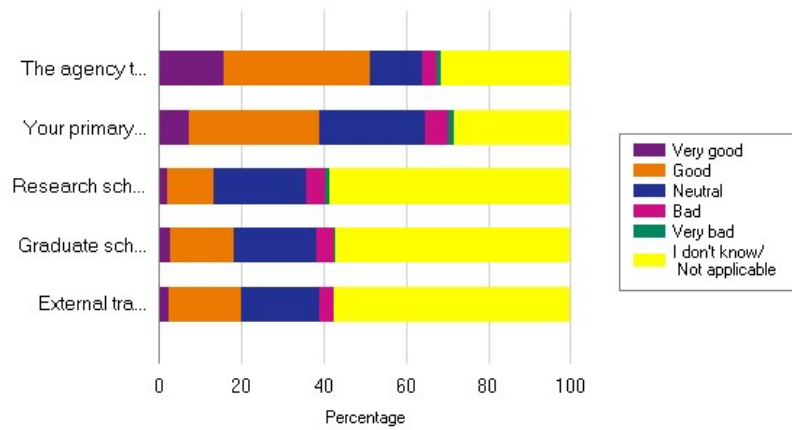
Antwoordmogelijkheid Graduate schools

	Aantal	Percentage
Very good	12	3,2%
Good	67	17,7%
Neutral	78	20,6%
Bad	24	6,3%
Very bad	9	2,4%
I don't know/ Not applicable	188	49,7%

Antwoordmogelijkheid External training companies

	Aantal	Percentage
Very good	10	2,6%
Good	62	16,4%
Neutral	83	22,0%
Bad	28	7,4%
Very bad	12	3,2%
I don't know/ Not applicable	183	48,4%

21. How do you rate the quality of the information on skills training provided by:



Antwoordmogelijkheid The agency that funds your research

	Aantal	Percentage
Very good	60	15,9%
Good	134	35,4%
Neutral	48	12,7%
Bad	13	3,4%
Very bad	4	1,1%
I don't know/ Not applicable	119	31,5%

Antwoordmogelijkheid Your primary office/workplace

	Aantal	Percentage
Very good	28	7,4%
Good	119	31,5%
Neutral	98	25,9%
Bad	21	5,6%
Very bad	5	1,3%
I don't know/ Not applicable	107	28,3%

Antwoordmogelijkheid Research schools

	Aantal	Percentage
Very good	8	2,1%
Good	42	11,1%
Neutral	85	22,5%
Bad	18	4,8%
Very bad	3	0,8%
I don't know/ Not applicable	222	58,7%

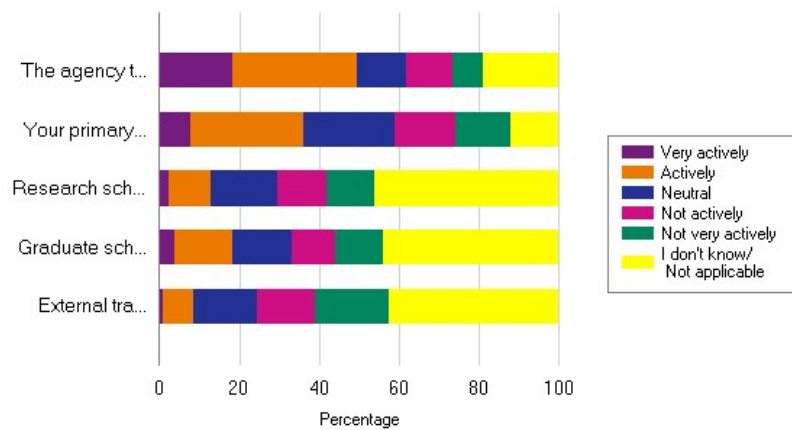
Antwoordmogelijkheid Graduate schools

	Aantal	Percentage
Very good	10	2,6%
Good	59	15,6%
Neutral	75	19,8%
Bad	17	4,5%
Very bad	1	0,3%
I don't know/ Not applicable	216	57,1%

Antwoordmogelijkheid External training companies

	Aantal	Percentage
Very good	9	2,4%
Good	67	17,7%
Neutral	71	18,8%
Bad	14	3,7%
Very bad	0	0,0%
I don't know/ Not applicable	217	57,4%

22. How actively do the following parties inform you about skills training?



Antwoordmogelijkheid The agency that funds your research	Aantal	Percentage
Very actively	70	18,5%
Actively	117	31,0%
Neutral	47	12,4%
Not actively	43	11,4%
Not very actively	29	7,7%
I don't know/ Not applicable	72	19,0%

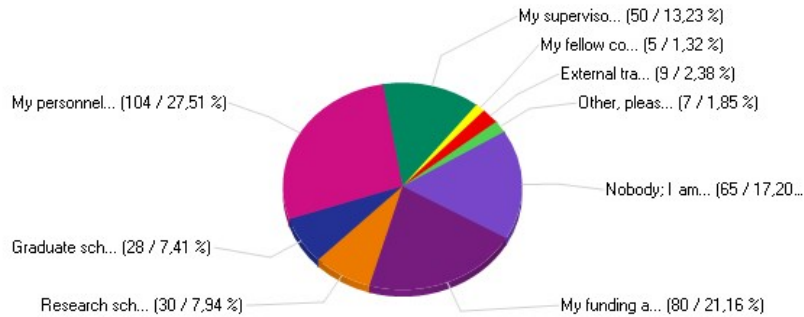
Antwoordmogelijkheid Your primary office/workplace	Aantal	Percentage
Very actively	29	7,7%
Actively	108	28,6%
Neutral	86	22,8%
Not actively	57	15,1%
Not very actively	53	14,0%
I don't know/ Not applicable	45	11,9%

Antwoordmogelijkheid Research schools	Aantal	Percentage
Very actively	9	2,4%
Actively	40	10,6%
Neutral	63	16,7%
Not actively	46	12,2%
Not very actively	45	11,9%
I don't know/ Not applicable	175	46,3%

Antwoordmogelijkheid Graduate schools	Aantal	Percentage
Very actively	15	4,0%
Actively	55	14,6%
Neutral	56	14,8%
Not actively	41	10,8%
Not very actively	45	11,9%
I don't know/ Not applicable	166	43,9%

Antwoordmogelijkheid External training companies	Aantal	Percentage
Very actively	3	0,8%
Actively	29	7,7%
Neutral	61	16,1%
Not actively	55	14,6%
Not very actively	69	18,3%
I don't know/ Not applicable	161	42,6%

23. Who - in your opinion - is the primary party who should inform you more actively about the available skills training?



Antwoordmogelijkheid	Aantal	Percentage
My funding agency	80	21,2%
Research schools	30	7,9%
Graduate schools	28	7,4%
My personnel department	104	27,5%
My supervisor	50	13,2%
My fellow colleagues	5	1,3%
External training companies	9	2,4%
Other, please specify:	7	1,9%
Nobody; I am happy with the information I receive about skills training	65	17,2%

Anders, namelijk:

- I think i should look for it myself
- Employer(FOM)
- primary workplace
- FOM
- it's up to me to look ans ask for available skills training
- don't understand the question
- University

24. Optional: How could the quality of the information about skills training be improved?

don't would as they it about to could be more some better
 have if from also and website find make should which such what
 that not training. but this skills are you out scientific can
 information by or clear with a for quality email
 the so training at i courses

- If you are interested in specific skills or competencies, then you will find out from e.g. the internet.
- More details on (learning) goals, methods, time spenditure.
- Some you can just acquire by living the situation.
- make it possible to find something at the wageningen university website.
- Make clearer what the spectrum of possibilities are
- More to the point email notifications
- one central website
- Reduce jargon and simplify what skills training is offered
- better overview and invitations (also about prizes)
- I don't know
- Make it happen
- More content information, what will the training bring, which methods do they use, an example of a training day
- Hiring trainers, if applicable, with scientific background if the training is meant to be tailored for scientists. That way you communicate in the same language and get more out of the training.
- i/a
- personalized to career stage
- A questionnaire and indicating which of the training would be suitable for you
- better screening of personal situation.
- I have no idea
- Don't know haven't seen it yet. See also (25).

Since Netherlands is such an organized country I would suggest to make a website with all the courses available (all organized by topics and so on) and advertise it well in all universities and research facilities (just like surfspot but for courses)
Maybe, by publishing also some feedback from the people who have already done the course.
Maybe to send an email about them
the information can come from/through those who participated in such training and found it useful
advertise skill training opportunities in workplace
Giving more information about the relevant skills that you learn that add up to a scientific background and would make me more interesting for the industry.
Not. I am very happy with the current standard of communication by FOM.
The quality I get from FOM (my funding agency) is excellent. I don't know this quality from other agencies as I don't seek them out and they don't push their trainings.
some of the courses are announced only once; if you cannot be there at that time, you don't get another notice for the next course. That could be improved.
Make clear what the objectives are, how they are reached, and use 'simulation' (i.e., serious gaming, role playing, etc.) to train skills in participants.
Links to more in depth descriptions within emails, additional training times
By giving access to the (anonymous) opinion of other people that followed the training.
The personnel department should make the budget for trainings more clear, and make a list of possibilities.
By making it more intensive and not a day or two thing. it could be split up in a half yearly exercise for 3 consecutive days in which we could discuss and overcome the shortcomings in our skills that we gained in previous sessions.
It is not the quality of the information that needs to be improved. I am happy to use the quality of information as a first criteria about the quality of the training. I however hesitate to apply for trainings since there are too many providers and it is not clear to me how I can be sure of the quality of a training other than by recommendation by people. Which doesn't happen often.
Making it accessible by different languages and give a brief informative idea on what to expect. Also, allow the trainee to write a feedback accessible to anyone want to follow in the future.
The courses in general don't really apply to my situation.
Common database on courses for academics
I think the personnel department is the appropriate channel for me, as they would have to fund it (unless I would pay for it myself). Then I could look up the information myself at an external agency.
There is a University Medical Center newsbrief on funding opportunities, but not anything for personnel training. There is 'boerhaave' which spams a lot, but these training courses are not for 'soft' skills
I think the quality of the information is good enough.
Regular Mail and Email contact
Better overview, scenarios and examples, tackling more relevant problems, higher quality of information available, more commitment, better aligned planning with my daily activities (e.g. as a course weekend, or two full days)
testimonies of colleagues having experienced to benefit from a given training.
-
A better description of the training in the announcement
I think it is rather the reliability of the source that determines the quality of the information provided. Commercial parties may say anything to make me "buy" their course, I rather rely on information provided by my institute.
I don't find any improvement possible
By suggesting a career level at which they may be beneficial. By directly addressing the complications of academic careers
add experiences of others on the website
-
Tailor to public.
website with the training options united on our intranet portal
Outsource to specialized companies
Tailoring according to the personal needs. I had the training at the university. But it was with the class of engineering students. I had a different profile and different challenges. So it didn't really help me. It would be better if my profile would be analysed and given specific advice.
I hardly see any options, so I don't know.
n/a
Data zouden eerder bekend moeten worden. Ze worden nu pas een maand van tevoren vrij gegeven en dat helpt de planning niet altijd
Short emails with links to courses websites
-
You have to have the time to do it.
You should fire that Gijs guy! I don't mind how many school he is selling his jokes but he is a joke.
More clear and short. If somebody is interested, he/she can follow the link for more information.
FOM is doing great, no change.
Better overview, like a brochure
personnel department cares about this issue and often post the opportunities
training should be more professional, such as scientific writing course, the teacher should be a retired professor who works in science before, not novelist
it's already ok
website with all the possibilities
Give a summary of the information like is done currently. But also explain in more detail what exactly is taught, and what is expected of the student.
Email us the yearly schedule of all training programs, including a short description.
Personal plan for development to be made.
more personalized to needs

By first assessing what kind of training one actually needs or what skill one lacks, and then pursue to find a corresponding training.

- Sending more emails and more such available courses so that I could choose the dates that would suit me.

The training classes and contents should be in English. The training advertisement pages should be in English and quickly accessible via funding agency websites (i.e., www.fom.nl).

na

objective and thorough description of possible skills training

It is not always clear to the students but also to de supervisors what the added benefit is of such a training. A lot of the time people are not aware of this and therefore think it is not necessary.

Emails can be sent informing about the skills training available in different places and it would be helpful if some of the classes are online.

Be more specific, give a part of the material to make it more attractive

Clear information of the goals of a course and the way this will be accomplished.

The trainings I had were given by some guys out of the scientific community, who don't really know the scientific world. So hire some scientist to train us.

start with providing this information (completely not available at the moment)

Information should include not only current trainings but also future ones to enable long-term planning

n.a.

25. Optional: How could the way this information is put to your attention be improved?

at would available about and - to courses email it when
through can if course time a emails will not an that send
information training have but this what website skills OR
done_yearly as with more trainings their all i for you my
the out by list be e-mail

by e-mail

I prefer email.

pro-actively send me an email with details when available, instead of me going after the info

Send directly

Not needed, emailing is fine

Provide a (web) link to an easy to navigate centralised list of skills training - at the moment it is difficult to work out what is on offer to help with various skills

social media announcements / email

Clearer website with information

Email works best

A webpage of the institution with all available courses and their uses for practice (incl. dates and costs)

Clearly stating the goals of the training beforehand: I have participated in trainings that had a fancy vague title that turned out not to be what I expected.

i/a

By sending e-mails long before the course takes place (as well as a reminder shortly before the application deadline)

More clarity around expectations for skills training would be useful

central resource within organization

be clear exactly what will be done and for who this might be relevant.

By immediately (i.e. when starting employment) providing a summary of all workshops available to the employee.

I have no idea

You could promote specific courses on the website by sending emails to different departments....once the website is seen as reliable people will welcome the information.

to be concise and informative

hire a person to gather this information and feed it to the workplaces

Email

While I feel it is at least partly my own responsibility to look out for trainings, I would get more information if the other agencies pushed their trainings. Maybe I could get invited to some general PhD-training e-mail list or something?

Testimonials from participants; insight in course structure & approach. Make it transparent. (but... as my company will have chosen the training provider; i must accept the training. so do not have much freedom of choice).

receiving emails on the new or available courses

more frequent emails/reminders about training.

By e.g., a forum

The personnel department should be more clear about the possibilities of following other skills trainings besides the ones offered by FOM.

establish a yearly schedule and distribute this via email/posters - with sign up

Through the employer or another trustworthy source.

Bullets style and more into the point

email.

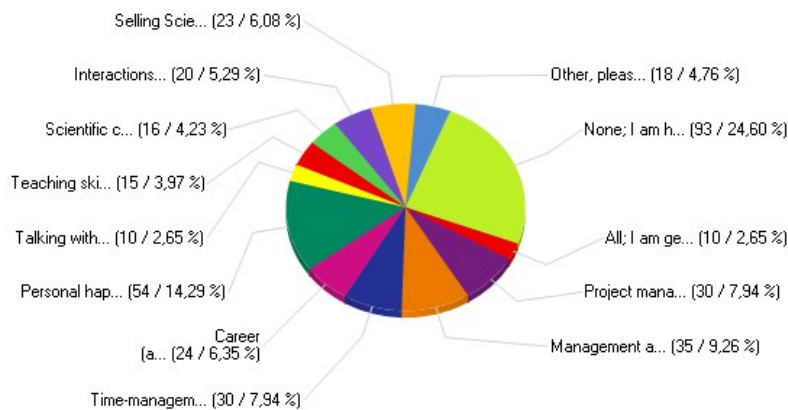
see 24

see above.

It might be even more effective, if this information can get to me not only in the form of e-mails, but also in printed form of official letters.

Regular mail and Email remind
Regular mailing or posters in common spaces.
Central email newsletter, personal approach
well, offers for training. Possibly a budget for seeking external help.
a yearly mailing to PhD students
-
Actively providing information (e.g. emails) through university's HR department (selected based on age or stage of career)
I wish my institute/university was informing me more actively about courses, rather than putting a course list at some obscure place on the website.
see 24
Through emails is a good way. (that's already done so)
Again, tailor to public.
more active approach. I am now searching the internet for suitable courses, but still can't find the course I am looking for.
Part of the newsletter email
Make it part of the official personal development scheme you have to follow, fill-in with your supervisor/HR manager periodically
Getting the content of the skills training more specifically communicated. I receive e-mails, but when you say "time management" it is a large topic, i dont know whether it applies to me.
By means of the yearly interviews or tailored information by filling in questionnaires like this.
n/a
-
You have to have the time to do it.
Usually it is given together with all other news, so sometimes it is just skipped by me when I glance through the news.
More practice based training that can be done with in work environment but also maybe in the course. But the students should participate more!
Email is best
send around email weekly, or monthly
A mailing list especially for this topic
it's already ok
bi-yearly reminder to have a look at the above mentioned website
A nice overview of all trainings by all parties would be nice.
Email us, I don't want to walk to HR to look at the calendar.
Make it a part of official documents. And give possibilities to do it.
at a need to know basis and not spamming all the time
Actively visiting research groups (that is, real-life human to human communication) with information about training options, filled with examples
If anything, NOT facebook or twitter.
BiWeekly or monthly digest emails. Supervisors should also be aware of the training possibilities for their personnel (via emails and yearly evaluations).
na
workshop
No ideas
FOM has very limited time slots for courses. If you are not certain if you can participate in a couple of months (because of experiments that can not be planned far in advance) it is impossible to join. More flexibility would help a lot. Also, it would be nice to have a training closer to Enschede, since traveling to and from Utrecht takes 4 hours a day. (Perhaps Zwolle would be an option, saves time for people from Groningen and Enschede)
already just by e-mail
as an 'alert' through e-mail
FOM heeft een lijst beschikbaar met relevante cursussen. Deze staan duidelijk op de website en hangen op een overzichtsposter in het instituut. Ieder jaar bespreek ik tijdens mijn evaluatiegesprek de cursussen die ik zou willen/ kunnen volgen. Ik ben zeer tevreden met de wijze waarop dit verloopt en zou het niet op prijs stellen gespammed te worden met informatie.
n.a.
Sent to personal email

26. With which category are you most dissatisfied with the number and types of skills training that are currently available to you?



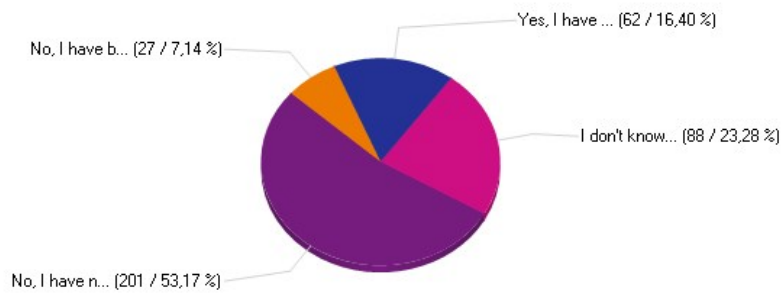
Antwoordmogelijkheid

	Aantal	Percentage
Project management (planning, progress, deadlines, setbacks, tasks and roles, project administration and organisation, etc.)	30	7,9%
Management and Leadership skills (coaching, instructing, delegating, team management, motivating, quality management, strategy, vision, politics, supervision of PhD students, etc.)	35	9,3%
Time-management (daily progress, distractions and setbacks, organisation of your work, small-scale planning, distinguishing urgent from important matters and routines, etc.)	30	7,9%
Career (applying for jobs, job interview, finding jobs, not knowing what jobs you want, not knowing what skills you have, not knowing how to develop yourself)	24	6,3%
Personal happiness (dealing with stress, balance between work and private life, focus and concentration, worrying, finding out what gives you energy and fun, etc.)	54	14,3%
Talking with non-scientists (patients, farmers, end-users, policy makers, industrial partners, journalists)	10	2,6%
Teaching skills (setting up educational classes or programmes, supervision of bachelor and master students, didactic competencies, applying learning methods, etc.)	15	4,0%
Scientific communication (publishing, academic writing, scientific publications, scientific presentations, etc.)	16	4,2%
Interactions with people (for instance; assertive behaviour, cooperation with colleagues, dealing with a supervisor or boss)	20	5,3%
Selling Science (getting your research funded, and making money with the results: presenting, convincing, networking, recognizing application opportunities, entrepreneurship, valorisation, business negotiation, etc.)	23	6,1%
Other, please specify:	18	4,8%
None; I am happy with the number and types of all skills training possibilities.	93	24,6%
All; I am generally unhappy with the number and types of all skills training possibilities.	10	2,6%

Anders, namelijk:

- ethnographic data analysis and writing
- I don't know
- Don't know just started.
- not enough time to attend the training that is offered already
- I do not know what is available to me
- I just started, I have not focussed at all on this issue.
- I am not informed about skills training at my workplace
- I am not very well aware of this.
- I don't know
- I don't know what is available
- I did not attend any training, therefore I cannot judge.
- No applicable
- I have not explored any trainings in these aspects.
- no taking
- I wouldn't know, I haven't been actively looking at training opportunities
- Only barely heard of the trainings
- most trainings are theoretical and general and do not really fit to actual situations.
- see question 28

27. Do you feel you have an influence on which types of skills training are provided by your employer, funding agency, or others?



Antwoordmogelijkheid	Aantal	Percentage
No, I have never been asked	201	53,2%
No, I have been asked but I don't think it led to any changes	27	7,1%
Yes, I have been asked and I believe it has had an effect	62	16,4%
I don't know	88	23,3%

This is the end of the questionnaire. Is there anything you would like to add or do you have any comments?

these they not be as a an have that should skills
the and at has he do no with your from some by
 trainings research to training are could or this you I my
 an training. also there only just their it can but if would for student
 good which

I would love to follow skills training with your organization! I have just entered the Wageningen Tenure track as associate professor, and this is now high on my agenda! How can I find out more? Can someone contact me? Thanks! Mobile: 0628729382

Thanks, this questionnaire has reminded me to try and progress with my career which I never seem too get round to because I'm too distracted by the (enjoyable but low paid) science I do!

I don't care about skills training. Some of your questions are based on the assumption that I do. If you are going to draw conclusions, you should be aware of this.

No

I think an assertivity training would also be good (this could be combined with leadership)

In some questions, multiple categories applied while only one could be chosen. In these cases, I chose the option I felt most applicable.

I've just started, so relevance of these answers might be limited. Especially because I don't know what is available yet. I hear from colleagues the workshops offered are good. Nevertheless as mentioned, thusly providing a summary to the employee with all available workshops at the start of the employment might be useful.

Once I did the course "Taking charge of your PhD" at ElroyCOM and that one was great! Thanks!

You should have leadership lectures as mandatory for research leader positions (PIs, department heads, Deans) nation wide.....being good scientists is definetely not enough to have capable reseach groups!! But please make sure the subjects fit into their reality....don't just sell them something just barely adapted from the business world.

I am at the point in my career when I only start thinking about taking such trainings and, therefore, generally I do not have a good understanding of what is available for me.

good think that you did this questionnaire.

As I mentioned before, I'm not sure it a Personal Happiness training would be appropriate for a course from FOM. I feel like I should just find a psychologist. However, if there would be such a training, I would follow it, even though I'd probably be unsure of its effectiveness/usefulness. (It definitely has a lower threshold than looking up a psychologist or "life coach" or whatever.)

My funding agency pays for the training courses that they themselves organize for us and I really appreciate that because if it were to be paid for by my supervisor's funding which he gets from research proposals, he may not be willing to spend money on some training which he personally feels is useless but may actually be helpful to me. But, I understand his concern to some extent and that makes me feel how can we find a solution that satisfies both his and my concerns. I think a solution is to have these courses in the Universities in which the PhD student studies instead of a location far away from his university in which he wastes four to five hours in travelling / he has to stay there for two days and no research work happens then in those two days. I'm sure that there are many students that my funding agency (FOM) sponsors in every university. Instead of calling students from different universities together at a location far away from their university and wasting student's valuable research time, they can hold these courses in all the universities where they have a good number of students sponsored by them. At least students of such universities will benefit from that.

FOM does a good job in promoting and providing "soft-skills" training.

Maybe, we could make programs more flexible and have the opportunities of clubbing 3 programs at a time on Young scientist day?!

I am working at FOM for one year and actually I did not hear about skills training. I also do not know whether I could take part in these trainings.

I hope it stays anonymous!

@27, I have brought the issue up, with regard to teaching. That has improved a bit. What is actually quite weird is that I do not know anything about budgets for training and what I could do.

The motivation to Realise the future goal should be encouraged. Eeveryone has their own point of view, so, the skill to reach that is extremely important

The usual training in scientific writing is actually writing projects together with supervisors and colleagues. That makes the learning process rather variable and highly dependent on your network. Promotion of your research only depends on your selling skills and ability to network professional. I feel I am not good at these last issues and I don't really know if they can be improved by training.

No

it was difficult to only indicate one option in several of the questions.

No, there is not.

There are many external parties that offer courses. I followed some, and found that they could be targeted more specifically to scientists. This could be an opportunity for universities. On the other hand, I very much appreciated that I could take a course outside university, and be confident that the issues I addressed there remained confidential. My ideal: A training at an external party that is targeted towards scientists.

trainings are ok, mostly I enjoyed and found useful "taking charge of your PhD", and it should be given as early as possible in the start of your contract. For foreigners, I'd get some sort of training on the life in the Netherlands (renting an apartment, taxes, toeslagen, banking: just very practical information in a couple of hours)

it may depend on the institutes leader or management if good courses can be followed or not. In that respect I am very lucky with my situation as they are quite good informed

No.

Personal matters worries me mostly. THat has also caused delay in finishing my project. Concerning trainings, I think that further skills training in how "to sell science" and in scientific communication would be beneficial to me.

All people should be challenged in their work place, so they can develop/train soft skills.

A better way could be to help on topic-based advice, on demand. Like half day-couple of hours. Not 3 day training.

The questionnaire was very clear! :)

strange questionnaire

The PhD is a process of learning, where the student needs supervision. It should not be simply a period where the student produces and produces results only instead of learning/training skills. The education of the PhD student should be also a priority for the group/supervisor, and this will contribute to the positive and full performance not only of the student but also of the group.

the agency is doing better and better, but the quality control of the trainings should be carried out. not only give course, but give excellent course.

No

Skills training is incredibly valuable, but expensive (it is worth it, but it's a lot of money). Supervisors certainly do not encourage or push you to engage in such trainingsessions. It's too expensive for me to pay for it personally, but otherwise I would definitely engage in multiple trainingsessions.

no thanks

Most of the trainings on selling science are similar and their topics are mostly the superficial issues that everyone already knows. Career trainings mostly focus on the field you are already working in and do not offer specific options for change.

addition to question 26: currently (as I'm in my 4th year) it is the option I've selected. It used to be 'Scientific communication', as a close second. The number of skills trainings is fairly limited and not very often given. I would have been interested in several writing courses, but couldn't attend any the past 2 years.

I am currently asking for information from my funding agency on non standard training options, i.e. Time management. I have not heard back from them yet, so we'll see how it goes.

Do not only give trainings in Utrecht

no

question 26 and 27 are difficult to answer, because I have not actively searched for skills trainings recently (although I should).

I did not like the questionnaire...

No. Thanks for the opportunity to make an input into skills development for scientists

At the moment I have to finish my PhD in my spare time. If there is a training I would like to follow a course I have to pay it by myself (the most are too expensive), previous my department paid the courses.