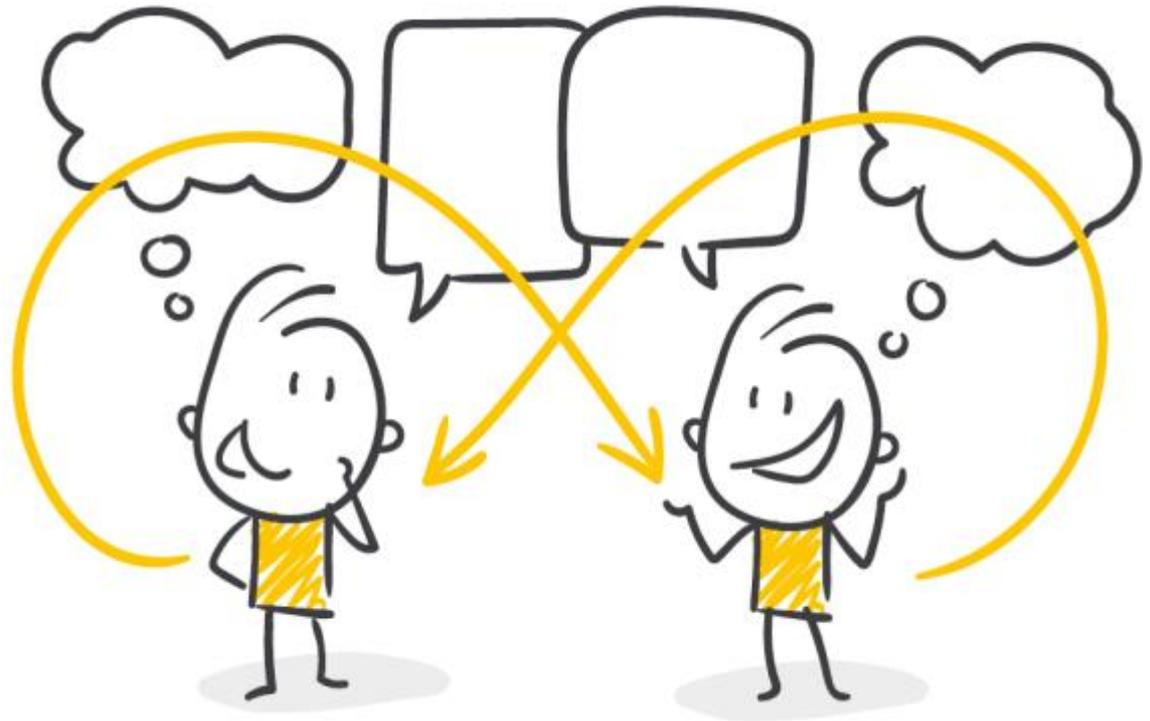


# RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

euraxess   
RESEARCHERS IN MOTION

BEYOND THE BENCH



  
euraxess  
RESEARCHERS IN MOTION

# Licence

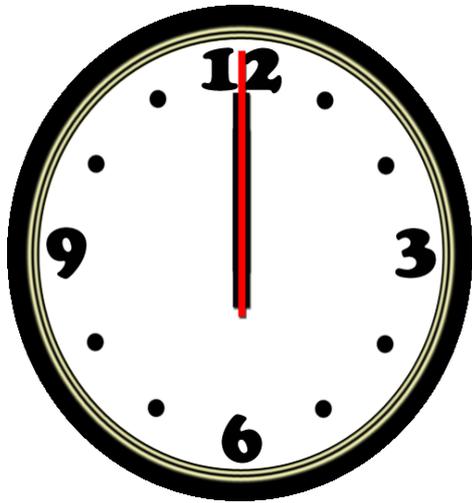
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\*This documentation has been created by the Project EURAXESS Top IV funded by the Research and Innovation framework Horizon 2020 of the European Union under grant agreement 786133.

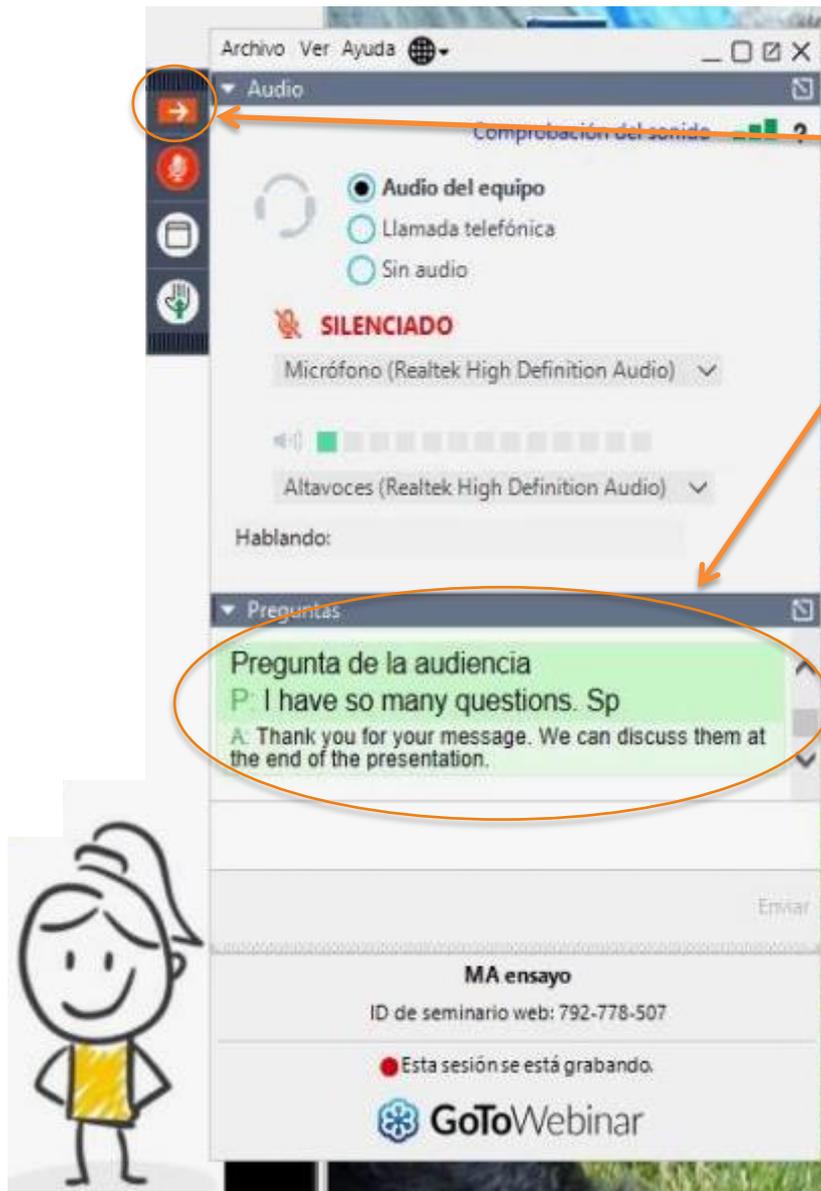
# Welcome to our seminar

## IN THIS 1 HOUR WEBINAR WE WILL:



- ✓ Welcome you all and many thanks!
- ✓ Explain REBECA's main goals
- ✓ Reflect about the principles of mentoring
- ✓ Explain you the practicalities of the programme and share some tips
- ✓ Q & A

# How to pose questions?



1. Expand panel

2. Write the question

It should be visible for the organizers (FECYT & Speaker)

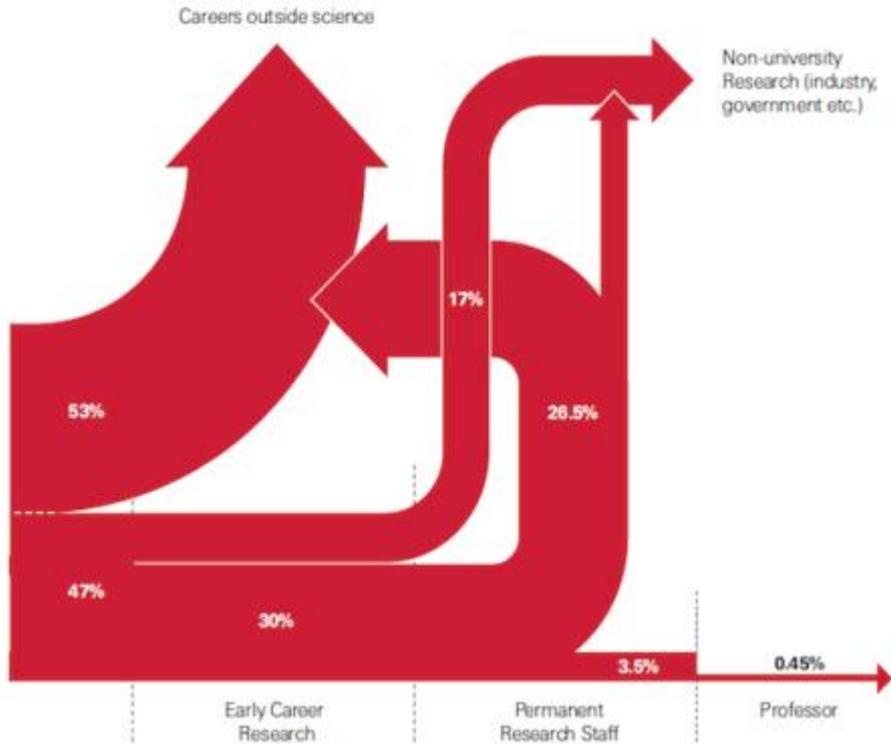
➤ We will answer them all at the end of the webinar

# Who are we?



- ✓ European initiative to support researchers in their career development and mobility
- ✓ Present in more than 40 countries
- ✓ Tons of services for researchers!
- ✓ Check our website:  
<https://euraxess.ec.europa.eu/>
- ✓ FECYT: coordinator of REBECA. Partners from Hungary, Italy, Denmark, Bulgaria and Israel

# Why REBECA?



- ✓ Careers outside the lab are a very relevant option for PhDs
- ✓ There is not much support for PhDs to make this transition
- ✓ Academia and industry are often two different worlds

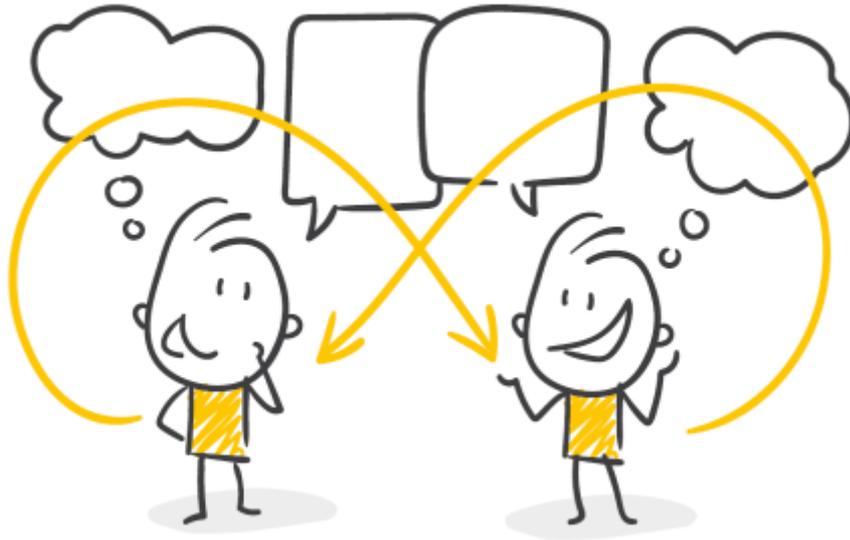
## OUR PROGRAMME

- ✓ Put researchers with an interest beyond academia in touch with highly skilled professionals
- ✓ Help researchers reflect on their competences and career options
- ✓ Based on ALTRUISM and willingness to support young professionals

# How did we get here?

## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

BEYOND THE BENCH



- ✓ **Public call** for early stage researchers wanting to explore professional options beyond academia: MENTEES
- ✓ **Public call** for highly skilled professionals connected with STEM and social sciences and humanities: MENTORS



- ✓ Selection of 50 mentors and mentees
- ✓ Matching process: according to **capacities and strengths of mentors** and **needs and expectations of mentees**

# Why did mentors apply?

While I was a PhD student  
I **missed having another  
vision** apart for research

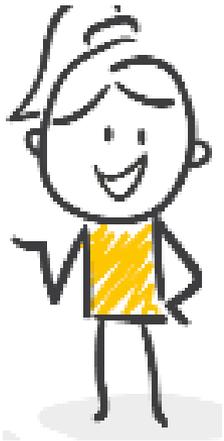
Mentors have been  
essential in my career. I  
want to **give back**

I think my vision of the  
sector can **be useful to  
younger generations**

## IT'S ALL ABOUT:

- ✓ **ALTRUISM**
- ✓ **Supporting others in their career  
choices**
- ✓ **Giving back**
- ✓ **Getting connected to others**
- ✓ **Transcending personal interests**

The best way to  
advance in our future  
is **sharing our  
knowledge &  
experiences**



# Why did mentees apply?

I feel great **uncertainty** about what is the best option for me

I love science and I would like to stay connected to it but **not in the bench**

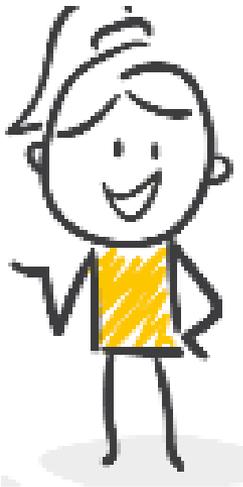
I want to get to **meet professionals** beyond my discipline and sector

I want to know people with **other experiences** and careers

## IT'S ALL ABOUT:

- ✓ **New views, perspectives**
- ✓ **Support and advice for their next move**
- ✓ **Getting to know new people beyond their PhD supervisor!**
- ✓ **Getting to know what is “out there” for researchers**

I want to know about the **skills** you need to apply for a good job in the industry



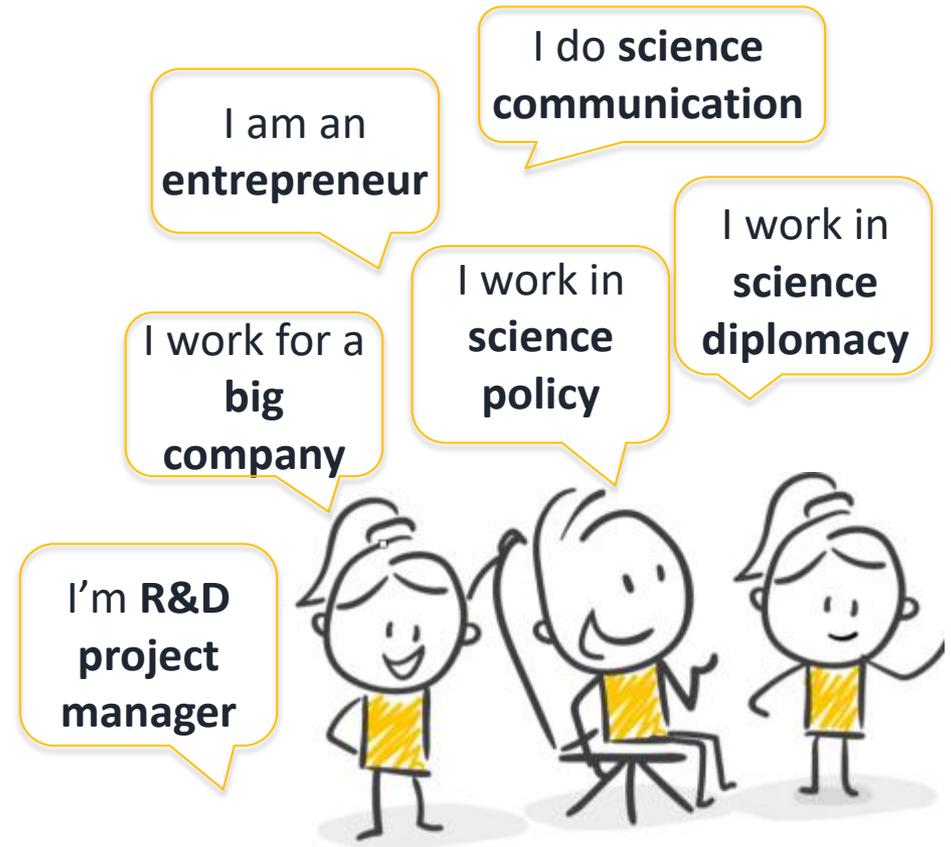
# What's the spirit of REBECA?

- ✓ Build a diverse network of professionals with a genuine interest to support young researchers advance in their careers
- ✓ Support young, very focused in academic research professionals open up their minds



# Mentors' profile

- ✓ STEM (science, technology, engineering, mathematics), social science or humanities professionals working in **industry, SME, public administration, third sector, etc.**
- ✓ Some of them have a background knowledge on research academic careers, but it is not essential
- ✓ They are willing to participate in a voluntary programme to support others 😊



# Mentees' profile

- ✓ PhD students, early post-docs and in between jobs researchers with an interest to **explore** careers beyond academia
- ✓ Looking to meet new people and to receive advice and information about career options.
- ✓ Coming from all disciplines.
- ✓ Enthusiastic, proactive and open-minded.



# Who is in this webinar?

- ✓ Only **mentees** (from the 5 participating countries) are in this seminar
- ✓ Mentors will receive a very similar seminar this week
- ✓ Once all participants in the programme have received this training, **we will put you in touch with your mentor by email so you can start working.**
- ✓ Afterwards, it will be **your responsibility to contact your mentor to arrange your meetings.**



# Your webinar team



**Spain – coordinates**

**&**

**Bulgaria, Denmark, Israel, Italy**



**Marta Anton**

Executive Leadership Coach, ACC – MSc  
High Performing Teams  
Consultant & Trainer

**Managing Director**

**Oris Talent**

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# REBECA Programme Index

1. What is and what is not mentoring?
2. Participants commitments
3. Key documents of the programme
4. Personal career plan
5. Roadmap for each session
6. Some tips to start the relationships and for the sessions
7. Suggested discussion topics
8. What to do if something goes wrong
9. Additional training
10. Our support and Q&A

# What is mentoring?

- ✓ It's a bidirectional relationship where both can benefit
- ✓ It's about sharing experiences, know-how and advice
- ✓ Open and continued dialogue within the couple is the **main tool** in mentorship
- ✓ Get to know **one better** (strengths, weaknesses, etc.)
- ✓ Discover **career options** and design a plan to try to achieve it



# What is not mentoring?



- × The **mentee** is not a pupil, is also a **professional**
- × Mentoring is **not about finding a job**: the mentor is **not a head-hunter** (although he/she can provide support towards job search)
- × Mentoring is not **psychotherapy**; try to be efficient and executive during your meetings.

# Participants commitments



- ✓ Respect
- ✓ Confidentiality
- ✓ Listen to each other and learn in the process
- ✓ **Meet in person or virtually 6 times along 6 months (mentee will take the lead)**
- ✓ Fill a satisfaction and evaluation survey at the end of the programme.
- ✓ Fill and update their **Personal Career Plan**
- ✓ Fill short online **post-meeting forms**

# Key documents of the programme

1

**REBECA'S HANDBOOK.** All the info of the webinar and more is available at the handbook. Use it throughout the programme!

2

**REBECA'S PERSONAL CAREER PLAN.** This document will help you do some self-reflection, keep track of your personal achievements and collect mentor's input during the programme.

3

**POST MEETING FORMS.** This will allow EURAXESS managers monitor the programme. We want you to let us know that the meeting took place and the topics that were covered (we want no personal nor confidential details!!)

# REBECA's handbook

**RESEARCHERS  
BEYOND  
ACADEMIA  
MENTORING  
PROGRAMME**

BEYOND THE BENCH



- ✓ IN YOUR INBOX ALREADY 😊 (.pdf)
- ✓ All the info you need for the programme
- ✓ It includes **6 suggested topics** you can treat in your meetings with:
  - Previous readings/thinking
  - Goals
  - Guiding questions to support your sessions

- ❖ The Italian couples will have additional topics to be discussed. The Italian EURAXESS team will get in touch with them.

2

# Personal Career Plan



**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME** **REBECA PERSONAL CAREER PLAN**

MENTEE PERSONAL DATA		DATA OF YOUR MENTOR	
1 NAME, FAMILY NAME		NAME	
2 E MAIL		TELEPHONE	
3 TELEPHONE		EMAIL	
		ORGANIZATION	
		ROLE	

DEVELOPMENT PLAN	
<b>VISION - MISSION - VALUES</b>	
1	MOTIVATIONS BEHIND YOUR PROFESSIONAL CAREER
2	HAS YOUR CAREER UNTIL NOW MET YOUR EXPECTATIONS?
3	WHAT CAN BE YOUR CONTRIBUTIONS TO THIS PROGRAMME?
4	WHAT IS YOUR PROFESSIONAL VISION? WHERE DO YOU SEE YOURSELF ON THE MEDIUM-LONG TERM? RESEARCH - TEACHING - PRIVATE SECTOR - OTHER
5	WHICH IS YOUR PROFESSIONAL MISSION? WHAT PATH WILL YOU FOLLOW TO ACHIEVE YOUR VISION?
6	LIST 5 QUALITIES THAT DEFINE YOU
7	LIST 5 VALUES THAT ARE IMPORTANT FOR YOU

COMPETENCIES - ACHIEVEMENTS		SELF-KNOWLEDGE	COMMUNICATION	EMPATHY	ACTIVE LISTENER	DECISION-MAKING	LEADERSHIP
8	SCORE YOUR COMPETENCIES (1 MIN 5 MAX)	1-5	1-5	1-5	1-5	1-5	1-5
		TEAM WORK	MEETING DEADLINES	FLEXIBLE	TOLERANT	ADAPTATION TO CHALLENGES	OPTIMISM
		1-5	1-5	1-5	1-5	1-5	1-5
9	NAME 3-5 KNOWLEDGE AREAS YOU HAVE						
10	NAME 3-5 PROFESSIONAL AREAS OF INTEREST						
11	LIST 5 STRENGTHS						
12	LIST 5 AREAS IN WHICH TO IMPROVE						
13	EXPLAIN A PROFESSIONAL SUCCESS STORY How did you feel at that moment? What was the key to the success? Which were your motivations? How did you prepare for this? Who helped you? What did you learn? What can you apply for future challenges?						
13	Name people you admire Which qualities you admire from them?						

✓ IN YOUR INBOX ALREADY 😊  
(.xlsx)

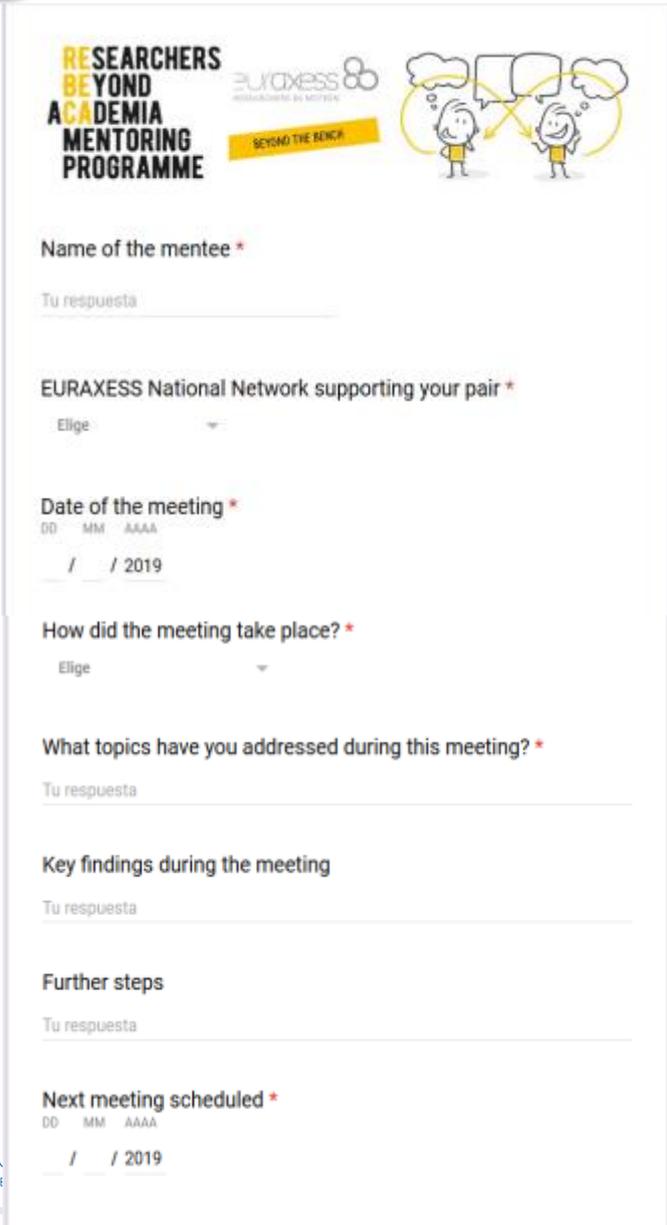
✓ It will help you to gather your main findings and reflections of the programme

✓ It is not compulsory, **but highly recommended** in order to have a concrete output of the programme

✓ How to use it? Fill it in at the beginning of the programme and update it throughout it after the sessions

✓ You may want to share it and discuss it with your mentor

# Post-meeting Forms



**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME**

**EURAXESS**  
ASSOCIATION OF EUROPEAN RESEARCHERS

BEYOND THE BENCH

Name of the mentee \*

Tu respuesta

EURAXESS National Network supporting your pair \*

Elige

Date of the meeting \*

DD MM AAAA

/ / 2019

How did the meeting take place? \*

Elige

What topics have you addressed during this meeting? \*

Tu respuesta

Key findings during the meeting

Tu respuesta

Further steps

Tu respuesta

Next meeting scheduled \*

DD MM AAAA

/ / 2019

- ✓ Fill the online short form after each meeting with your mentor
- ✓ Do not fill in any private information: we only want to have some statistics about the progress (we have over 50 couples!)

Meeting 1: <https://forms.gle/ZMgxCrHoUiQkic8G6>

Meeting 2: <https://forms.gle/9oiDczwQF48X7dLv7>

Meeting 3: <https://forms.gle/meTzRQNLRW1dEnMs9>

Meeting 4: <https://forms.gle/qMoxRq7ts2dEcnH69>

Meeting 5: <https://forms.gle/LeC3yswmLhxZiQgt8>

Meeting 6: <https://forms.gle/ebZpDAWEMCgaSr dy8>

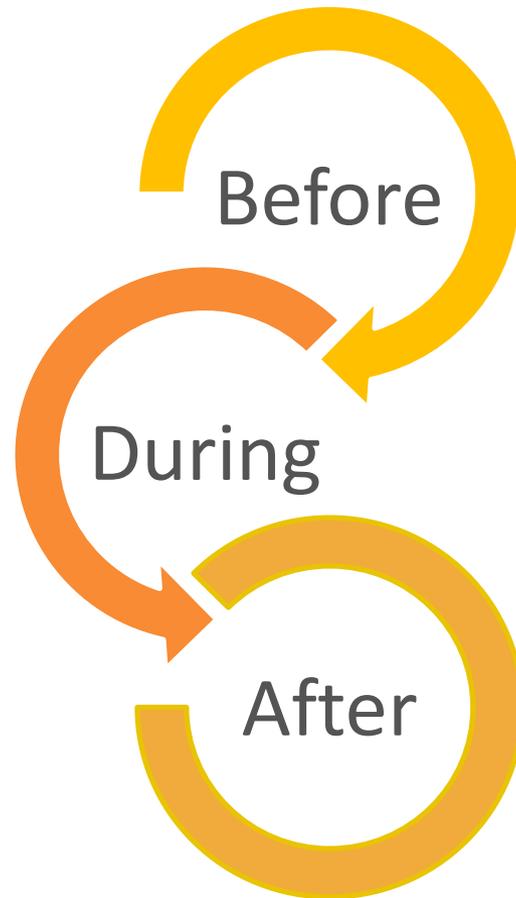


# Roadmap for each session

Mentees are suggested to work on a personal career plan

## DURING THE MEETING

- ✓ Devote 60-90 min to the discussion
- ✓ Debrief & fix a new date
- ✓ At the end of the meeting: recall key points and identify list of actions



## BEFORE THE MEETING

- ✓ Contact your mentor, fix a **date** and propose a **topic** (from the handbook or others)
- ✓ Do some previous reflection (suggested readings and others) and guiding questions of each topic
- ✓ Make sure you will have **the time** and will not be interrupted. You can use phone, Skype, or even meet in person.

## AFTER THE MEETING

- ✓ Make sure you fill the online post-meeting form
- ✓ Try to update your career development plan

# I don't know my programme partner. How do I connect?

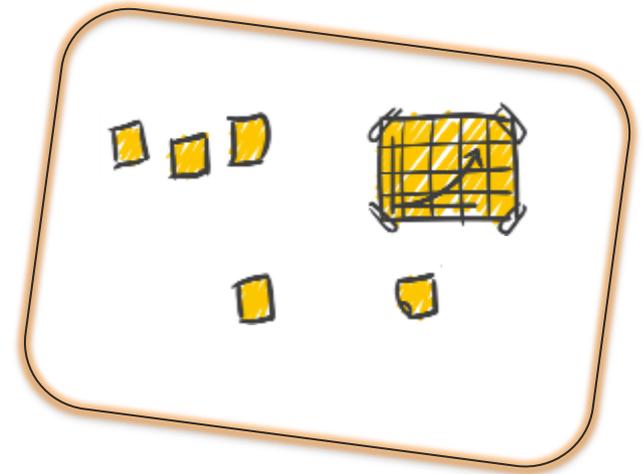
## ***SOME TIPS!***

- ✓ Build trust and intimacy
- ✓ Find something you both like (hobbies, etc.)
- ✓ Discuss both of your expectations in the programme?
- ✓ Be open minded, use plain language
- ✓ Be understanding
- ✓ Have a positive attitude
- ✓ Share remarkable stories
- ✓ Facilitate making questions
- ✓ Listen actively
- ✓ Help setting up the calendar
- ✓ Keep some tracking of each meeting that takes place: recalling key points and commitments
- ✓ (@Mentor) To share experiences and articulate conversation around:
  - ✓ Stories of your professional life
  - ✓ Specific situations
  - ✓ Self-awareness
  - ✓ Skill-building



# 6 Suggested discussion topics

1. Professional career aspirations
2. What is “Moving Beyond Academia” about?
3. Key Soft Skills
4. Deepen in some of these Soft Skills
5. Self awareness
6. What have we achieved? What comes next?



## IMPORTANT

- ✓ These topics are **only suggestions**. Feel free to tackle any other topic with your mentor/mentee
- ✓ **Each topic has :**
  - previous readings,
  - goals
  - guiding questions to help you have a fluent conversation in the session
- ✓ We are aware you may not be experts on the topics. Still, the conversations will be useful 😊



# Example of the info available in the handbook for each topic: career aspirations

TIP: USE THIS INFO. IT WILL FACILITATE THE SESSIONS

## 1. GOAL

Define possible professional aspirations and discuss on what you may need to get there and how to do it

## 2. PREVIOUS THINKING

- Why did you enrol your degree/PhD? Did you get what you expected? Is it what you still want?
- Why and when did you take those critical decisions that changed/set up your career aspirations?

## 3. SOME QUESTIONS TO FACILITATE THE SESSION

- What is your work history? What organization are you currently working for?
- What do you enjoy the best/least about your work?
- What are you currently working on (professionally, personally, developmentally)?
- How did you get to where you are now? What types of obstacles did you have to overcome?
- Was there a time you messed up and felt like you'd failed? How did you bounce back?
- Think back to five years ago. Did you envision your career as it is today?
- What is your dream job?
- Where do you want your career to go over the next three years?
- How can we weigh in different career path options to help make the correct decision?
- This topic has been especially relevant for you? Who else can you talk/what information can you check to look into it?

# What to do if the unlikely event of an unsuccessful pairing?



- ✓ Participants have been carefully selected
- ✓ Mentoring relationships are expected to be successful and gratifying
- ✓ We expect different degrees of satisfaction

## HOWEVER

- ✓ If someone feels uncomfortable or uneasy with their partner contact the EURAXESS team ASAP (do not use post-meeting forms for this purpose)

SPAIN: [euraxess-spain@fecyt.es](mailto:euraxess-spain@fecyt.es)

HUNGARY: [euraxess@bayzoltan.hu](mailto:euraxess@bayzoltan.hu)

ITALY: [mobility@areasciencepark.it](mailto:mobility@areasciencepark.it)

ISRAEL: [moria@ipd-int.com](mailto:moria@ipd-int.com)

BULGARIA: [a\\_antonova@fmi.uni-sofia.bg](mailto:a_antonova@fmi.uni-sofia.bg) ; [svetlana@fmi.uni-sofia.bg](mailto:svetlana@fmi.uni-sofia.bg)

DENMARK: [mark.devos@adm.ku.dk](mailto:mark.devos@adm.ku.dk)

# Additional training for you



***Additional  
training!***

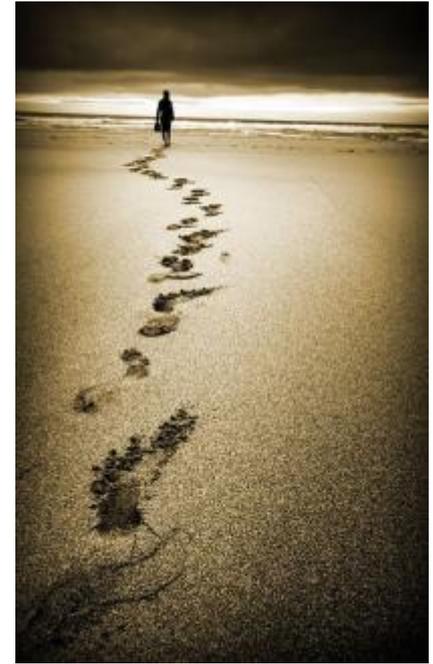
- ✓ **Joint webinar with all mentees** in Fall 2019 to share experiences and progress. Exact date to come. Voluntary
- ✓ **Two webinars with a career development expert** (how to get started beyond academia and how to write a non –academic CV). Dates to come! **Compulsory**

# Our support during the programme

We will **stay close to the couples** throughout the **process** to:

- ✓ Inform you about **upcoming online meetings**
- ✓ Check how you are doing with the sessions
- ✓ See if you need any logistic support, etc.

# Next steps



1

We will put you in touch with your partner by email

2

Make sure you read the handbook

3

Take the lead and get in touch with your mentor to arrange your first meeting. Introduce yourself, be nice! 😊

***Summer is coming!*** Respect each other's summer break

4

Get in touch with us for any question or doubt!

# Questions?

