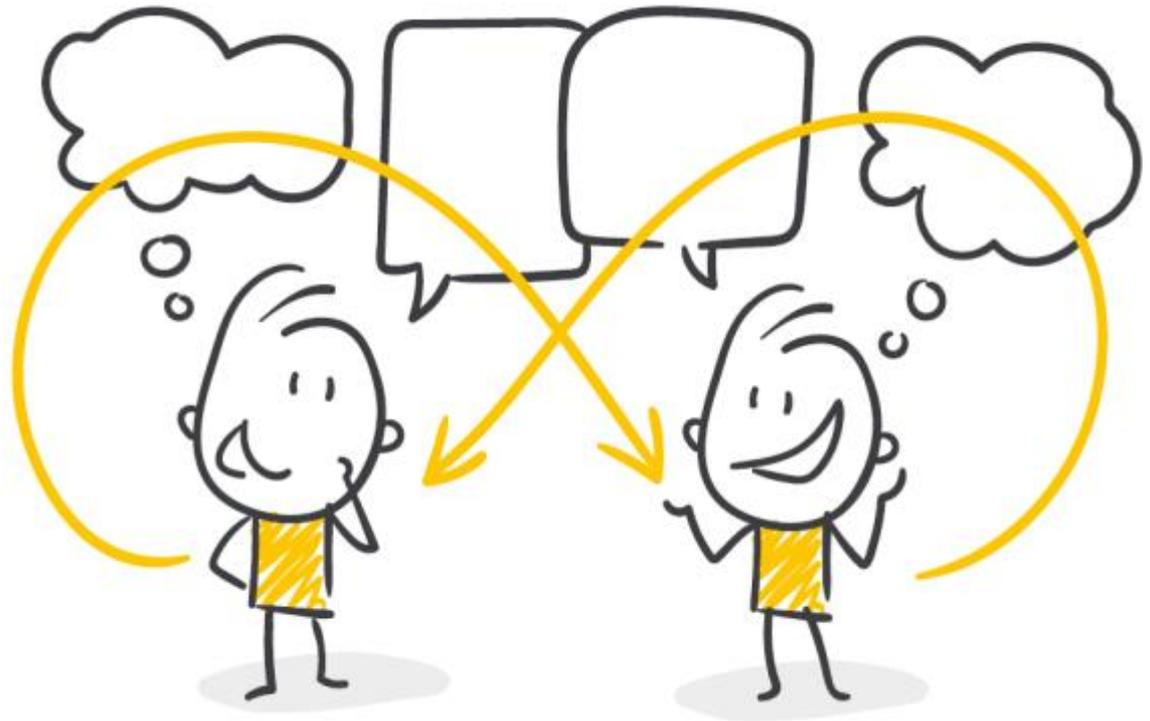


RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

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RESEARCHERS IN MOTION

BEYOND THE BENCH




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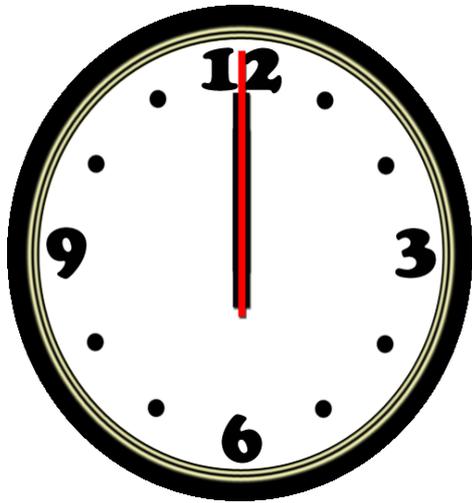
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*This documentation has been created by the Project EURAXESS Top IV funded by the Research and Innovation framework Horizon 2020 of the European Union under grant agreement 786133.

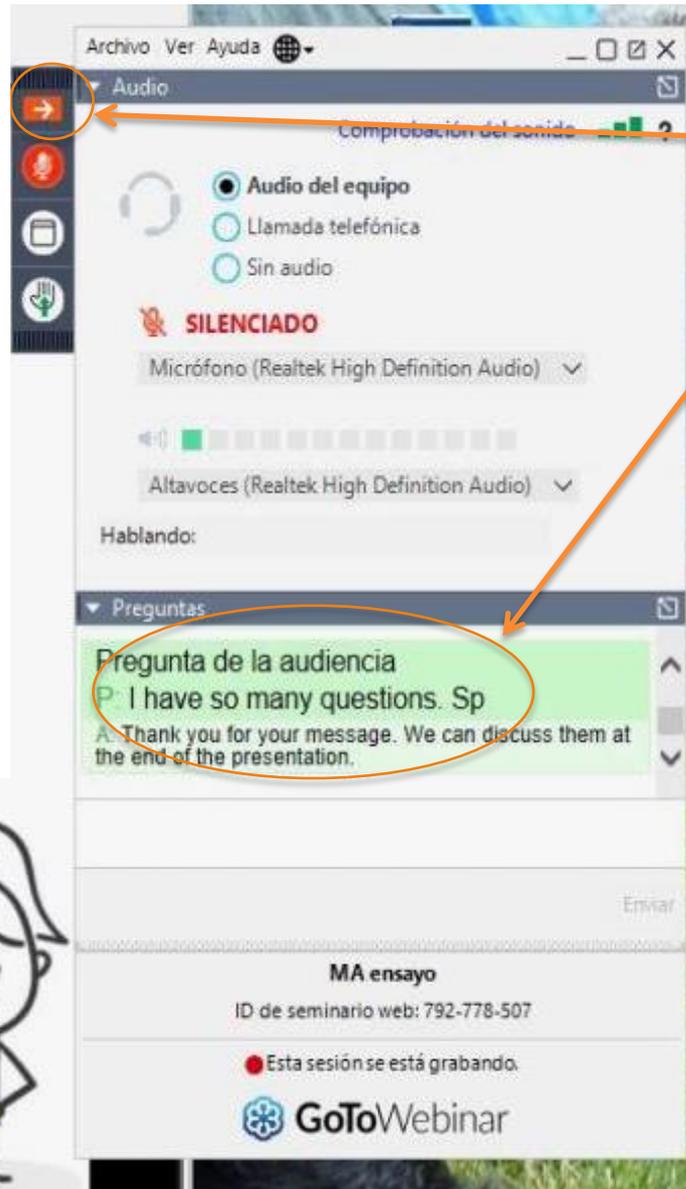
Welcome to our seminar

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 will be visible for the organizers (FECYT & Speaker)

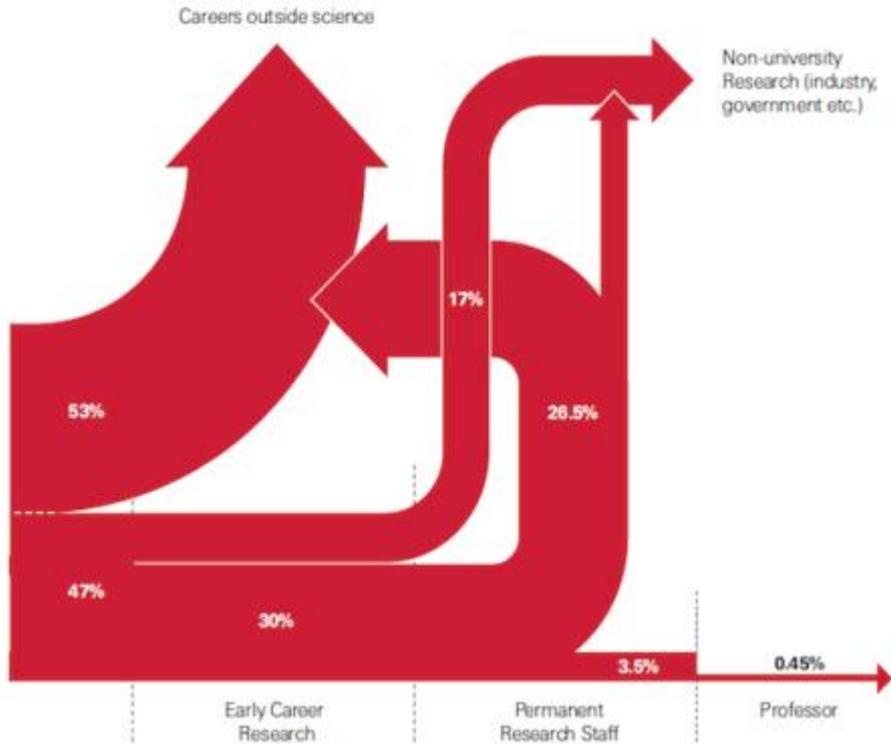
➤ We will answer them all at the end of the webinar

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

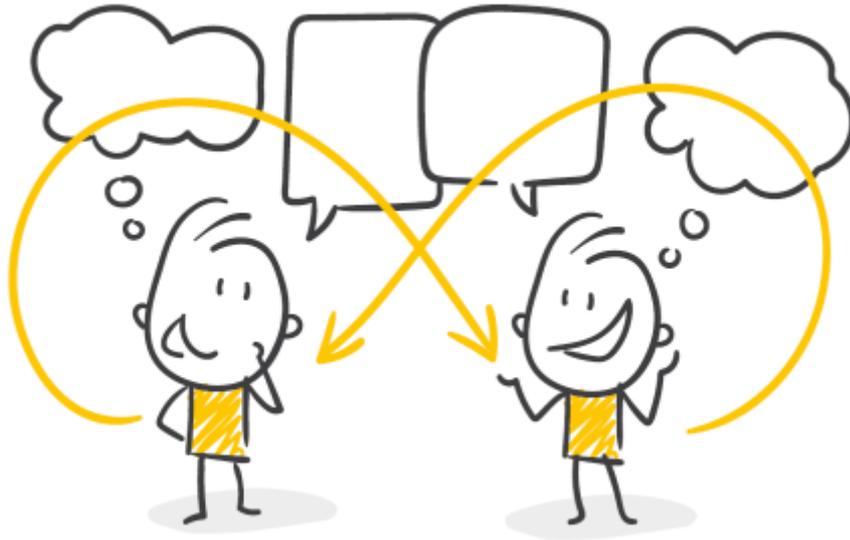
OUR PROGRAMME

- ✓ 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

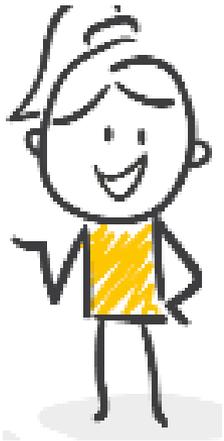
Mentors have been essential in my career. I want to **give back**

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**

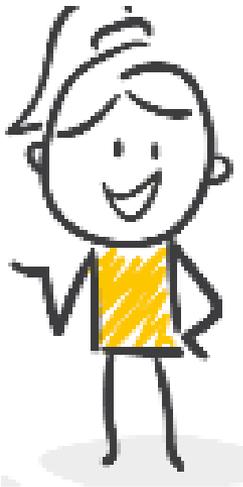
I want to get to **meet professionals** beyond my discipline and sector

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



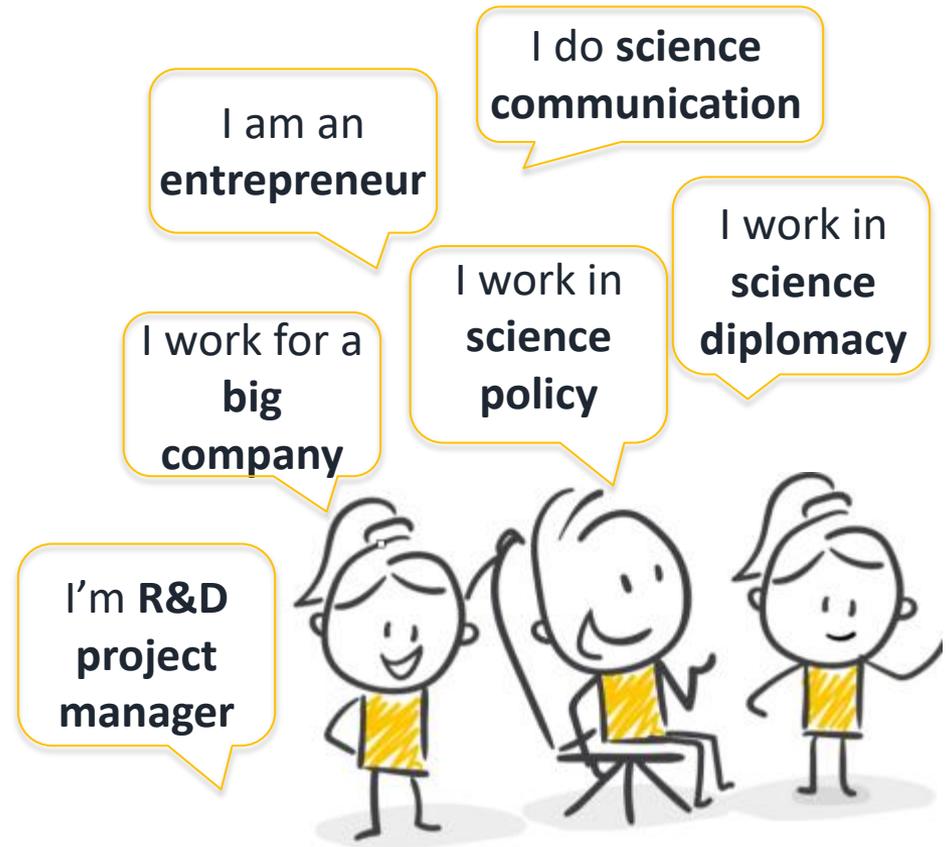
What's the spirit of REBECA?

- ✓ 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 **mentors** (from the 5 participating countries) are in this seminar
- ✓ Mentees 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 mentee by email so you can start working**



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.

- ✓ Also, mentees:
 - ✓ Fill and update their personal career plan
 - ✓ Fill the 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 mentees do some self-reflection, keep track of their personal achievements and collect mentor's input during the programme

3

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

1

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.

Personal Career Plan



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

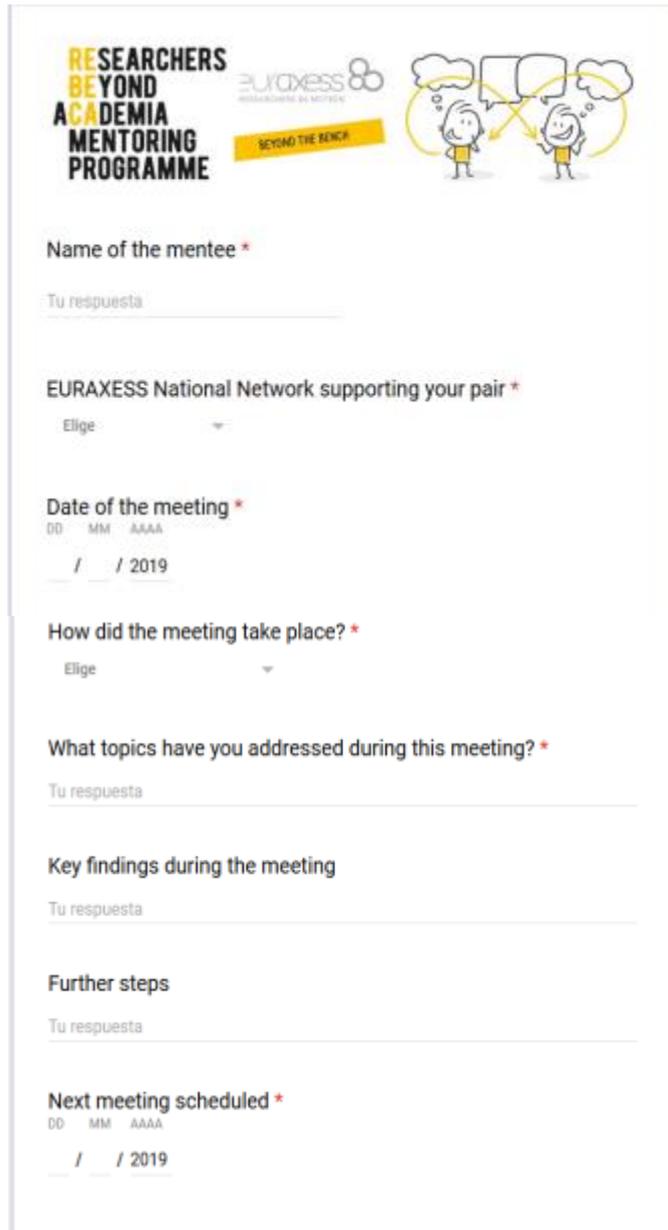
MENTEE PERSONAL DATA		DATA OF YOUR MENTOR	
1 NAME, FAMILY NAME		NAME	
2 E MAIL		TELEPHONE	
3 TELEPHONE		EMAIL	
		ORGANIZATION	
		ROLE	

DEVELOPMENT PLAN	
VISION - MISSION - VALUES	
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	

8 SCORE YOUR COMPETENCIES (1 MIN 5 MAX)	SELF-KNOWLEDGE	COMMUNICATION	EMPATHY	ACTIVE LISTENER	DECISION-MAKING	LEADERSHIP
		1-5	1-5	1-5	1-5	1-5
9 NAME 3-5 KNOWLEDGE AREAS YOU HAVE	TEAM WORK	MEETING DEADLINES	FLEXIBLE	TOLERANT	ADAPTATION TO CHALLENGES	OPTIMISM
		1-5	1-5	1-5	1-5	1-5
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)
- ✓ To be used by **mentees**
- ✓ It will help mentees to gather their main findings and reflections of the programme
- ✓ The mentee may want to share it or to discuss about it with you

Post-meeting Forms



RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

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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

- ✓ Mentees will fill this short online form after each meeting with the mentor
- ✓ No private or confidential information will be included
- ✓ It will help EURAXESS managers monitor the programme



Roadmap for each session

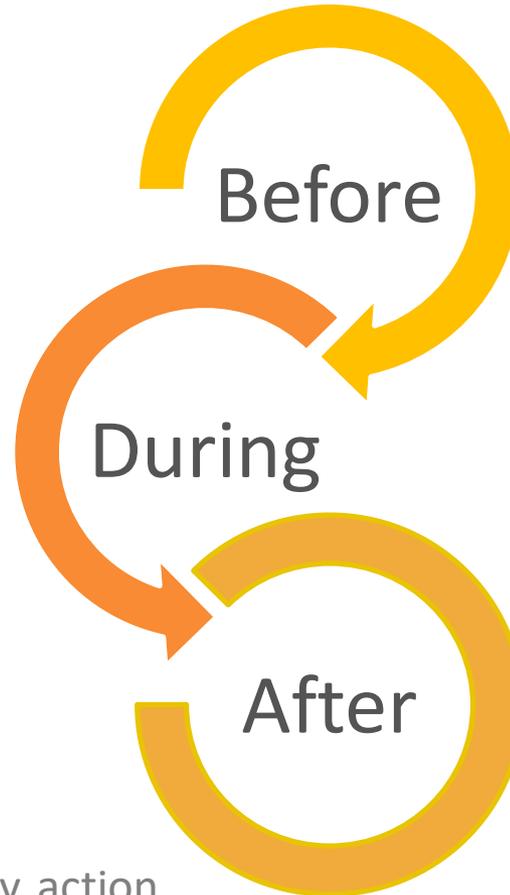
Mentees are suggested to work on a personal career plan

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

AFTER THE MEETING

- ✓ Make sure you complete any action you have agreed upon



BEFORE THE MEETING

- ✓ Mentee will contact you to fix a **date** and propose a topic (from the handbook or others)
- ✓ You can also suggest topics for the meetings
- ✓ Before the meeting: check for **previous readings** 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.

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

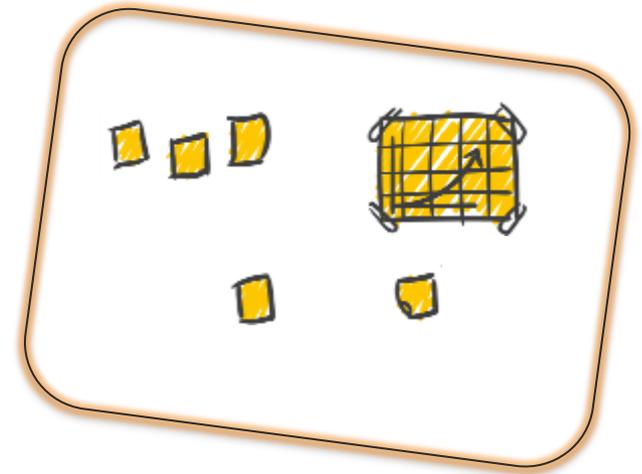
SOME TIPS!

- ✓ 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

SPAIN: euraxess-spain@fecyt.es

HUNGARY: euraxess@bayzoltan.hu

ITALY: mobility@areasciencepark.it

ISRAEL: moria@ipd-int.com

BULGARIA: a_antonova@fmi.uni-sofia.bg ; svetlana@fmi.uni-sofia.bg

DENMARK: mark.devos@adm.ku.dk

Additional training for mentees



***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**

Additional get together for mentors

- ✓ Joint webinar between mentors in Fall 2019 to share experiences, concerns and progress. Exact date to come.
VOLUNTARY



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.

Questions?

