

Option 1: Three things	Option 2: Job description	Option 3: Letters
<ol> <li>Write three things you wish you knew before starting your current role</li> <li>AND</li> <li>Three things you are glad you knew when you started your current role</li> </ol>	If you are a postdoc or early career academic, please describe the job role of either yourself or your current Principal Investigator/research supervisor. It can be realistic, exaggerated, tongue-in-cheek or funny. You control the tone! If you are a principal investigator or research supervisor, please describe the job role of either yourself or your current postdocs/mentees. It can be realistic, exaggerated, tongue-in-cheek or funny. You control the tone!	In this option we ask you to write a brief letter. The content of the letter is up to you, but you might want to discuss how you feel about the job you are doing, how you feel about research and academia more broadly, or offer some advice to the letter recipient. You control the tone of your letter – it can be serious, funny or even a cathartic exercise. You might want to share thoughts that you do not feel able or willing to share in your day-to-day working environment. You can address the letter to whomever you choose. If you name someone directly, we will remove any identifying information about this person during data analysis. If you are a postdoc or early career academic, please write a letter to one of the following: • Your principal investigator/research mentor • Your PhD-self If you are a principal investigator or research mentor, please write a letter to one of the following: • Your postdoc(s)/your research mentee(s) • Your postdoc-self • Your PhD-self