WORKSHOPS FOR ALIGNING RESEARCHERS' PROFESSIONAL EXPECTATIONS AT THE UNIVERSITY OF CAMBRIDGE

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Background:
Professional expectations play a crucial role in shaping researchers' experiences in higher education institutions.

Objective:
Develop **workshops** for improving working relationships, based on an in-depth **exploratory study**.
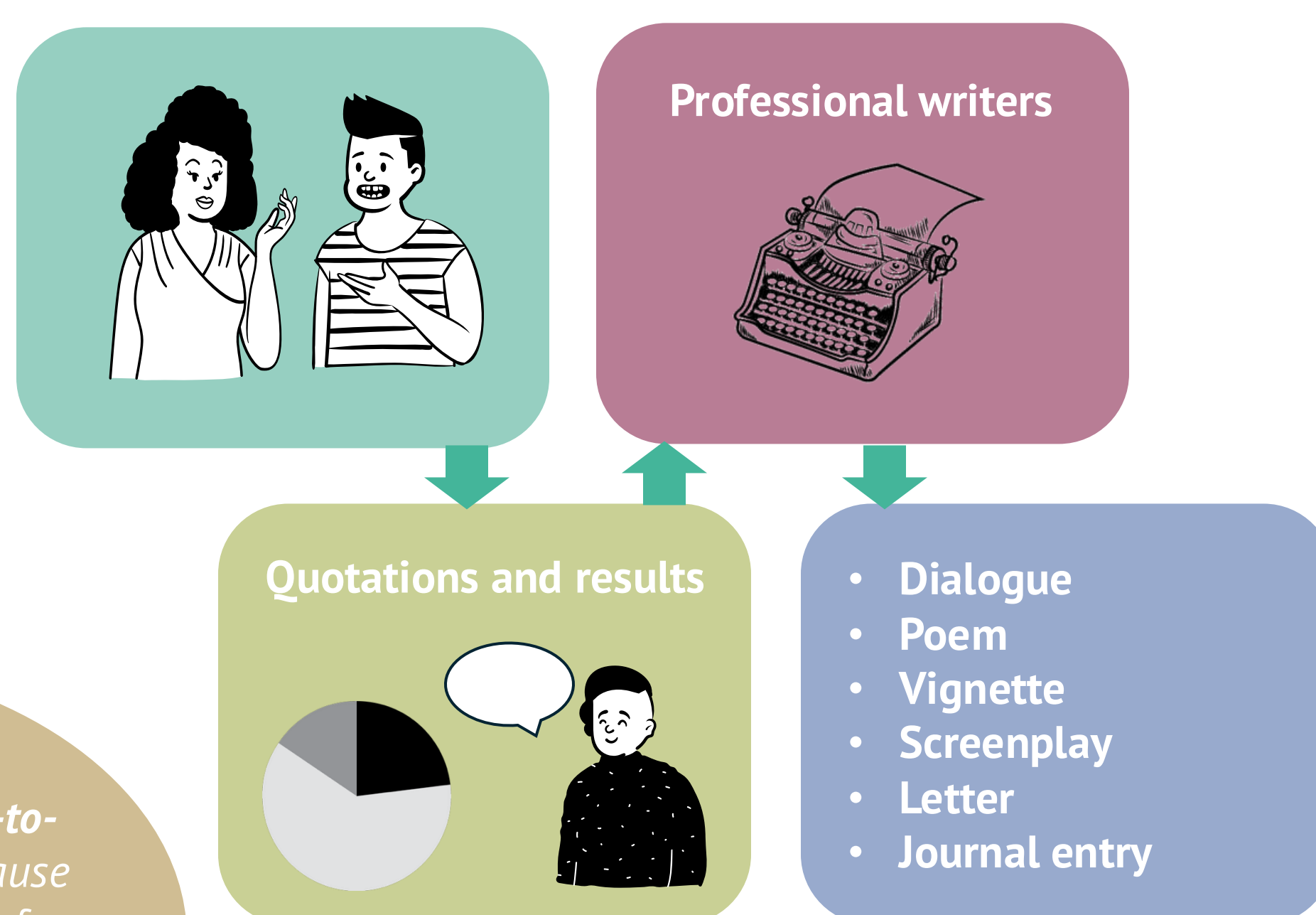
Thematic analysis:

> *Personal communication is very important. **Regular face-to-face chats** are important ... because it's very easy to go into kind of **miscommunication** through email or through **misjudge** where someone is what's going on.*
> – PI –

Creative non-fiction (CNF):

Professional writers

Quotations and results

- Dialogue
- Poem
- Vignette
- Screenplay
- Letter
- Journal entry

Team handbooks:

Section 1: Introduction
Welcoming new members to your team.
Example: How will you make new starters feel welcome?

Section 2: Roles and Expectations
Defining the responsibilities of team members. What to expect from them, and what they can expect from you.
Example: How is your team structured?

Section 3: Research Team Culture
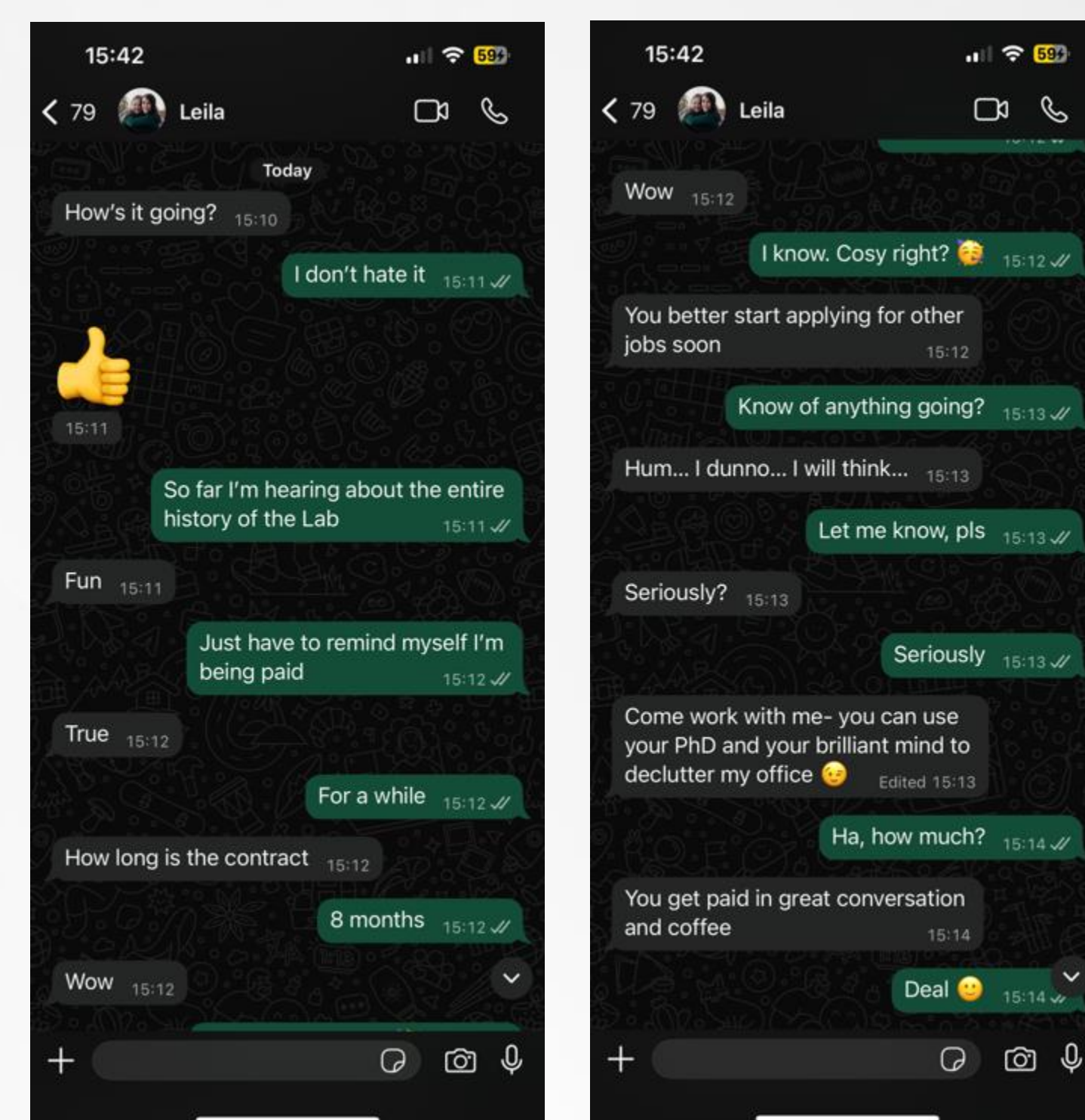*Describing expectations surrounding interactions and behaviour.*
Example: What are your expectations for conduct in the workplace?

Section 4: Developing as Researchers
How the team supports your development as a researcher, and your expectations surrounding best research practice.
Example: How do you support the career progression of team members?

Challenges and next steps:
- How can we engage PIs displaying problematic leadership behaviors?
- How can we start scaling up our workshop offer – a workshop toolkit?

CNF* example:

*Reads like fiction, based on research data