



Career Development Review Talk Guide

Name of the postdoc/senior researcher (SR): _____

Name of the PI: _____

Duration of the contract: _____

Date: _____

Through a career development review talk with the PI, the postdoc/SR receives the opportunity for a comparative assessment of her/his research and qualification achievements, as well as discuss the individual developmental potential. These discussions will also address the next career steps and the associated actions.

Both the postdoc/SR and the PI are expected to provide an assessment on the respective questions, so that the postdoc/SR can receive feedback on their performance.

Content:

1. Career goal
2. Self-assessment of the current scientific profile
3. Field of academic career
4. Career options and goals
5. Development and working plan
6. Support by PI and others

Rules and recommendations for the review talk

- ✓ Commitment of all parties to the development of a relationship of trust
- ✓ Openness, mutual respect and understanding
- ✓ Good "expectation management": realistic assessment of opportunities and time resources, especially with regard to the frequency and duration of meetings/discussions



1. Career Goal

- What is my current career goal?

For example, a professorship or other permanent position in academia, industry, economy, science management, public service, etc.

2. Self-assessment of the current scientific profile

- What have I achieved so far, what accomplishments have I made, and what key career milestones have I fulfilled? How does the PI assess these questions in relation to me and my scientific career to date?

Key career milestones in research, e.g.: Research profile (research focus, research independence, profile building), Number and quality of publications, Acquisition of third-party-funding, (International) collaborations, Awards/ honors, Invited talks, Networking/ networks, Research experience abroad, Reviewer activity, Personal societies, Editorships, Teaching experience, Leadership/ supervision, Committee work, Academic self-administration, Transfer activities, Knowledge transfer



3. Field of academic career (Possibly only necessary in the initial year or at the first review talk.)

- What characterizes a professional career in academia?
- What competencies (subject-specific, methodological, social, personal) are required?
- What specific requirements must be met in the field to obtain a long-term career in academia, such as a professorship (e.g., formal requirements, criteria for success, ...)?
- How strong is the competition in the field?
- What could my prospects for success look like?



4. Career options and goals

- How do I and the PI assess my current profile? What career options are available? What career goals are being pursued or could be pursued? Is a professorship or other position in academia being sought after?
- What are my strengths and competencies? In which areas is there potential for development to reach the career goal?
e.g. Subject Matter Expertise, Pedagogical Competence, Strategic Competence, Ethical Competence; skills in: Communication, Collaboration/Networking, Leadership, Organization, Self-Development, Presentation, Writing, Conflict Management, Project Management, Time/Self-Management, Linguistic Proficiency, Social Skills (including Communication, Ability to Handle Criticism, Teamwork, Empathy)
- What personnel development measures are considered necessary to further develop the profile and achieve the career goal?



5. Development and working plan

- What should be addressed in the next working period (until the next meeting)? What goals/milestones should be achieved?
 - a. research, e.g., defining research priorities for one's own research profile, planning international research stays
 - b. further objectives, e.g., establishing new collaborations or intensifying existing ones, applying for awards, specifying which ones, submitting grant proposals, involvement in teaching and committees, taking on supervisory roles (see also Point 1 Key Career Milestones)
- What are the specific next steps? Create a milestone plan for the next months/next year.



6. Support by PI and others

- What obstacles are perceived regarding goal achievement? How can these be overcome? What support is needed? (e.g., tasks, work environment, roles, collaboration, training, working conditions)
- Which contacts and networks are important? How can these networks be formed? How can supervisors foster integration into networks?



Signature of the postdoc/SR: _____

Signature of the PI: _____