

PhD candidate guidance, find your way

PhD progress

- Expectations
- Deliverables
- Delay
- Go/no-go
- Finishing
- Career development
- Motivation

Personal issues

- Independence
- Fear of failure
- Perfectionism
- Stress
- Illness

Skills

- Self-reflection
- Writing & presenting
- Communication
- Time management
- Teaching

Social safety & integrity

- Bullying
- (Sexual) Intimidation, threat, stalking
- Discrimination
- Suspicion of fraud
- Scientific integrity

Where can you find coaching and training?

- ▶ **Graduate Schools** ●●▲◆
- ▶ **MyDevelopment** ●▲
- ▶ **Gezondeboel** ●▲

Employee Guidance



Student Guidance



Who can help, guide, support or advise you?

Supervisor(s) ●●▲◆

- First contactpoint

▶ **Graduate school PhD advisor** ●●▲◆

- PhD specific issues

▶ **HR** ●●▲

- Your employment contract or legal position
- Legal advice on issues at work or related to work
- Labour disputes

▶ **Occupational social work** ▲

- Issues at work or related at work (like work/life balance, personal problems, illness, working conditions or relationships, ...)

▶ **Confidential counsellor** ◆

- Research integrity
- Undesirable behavior

▶ **Ombudsperson** ◆

- Structural problems or injustices affecting a group of people
- Impartial advice, referral, investigation or mediation



Social Safety Contact Point

For a listening ear, initial advice & referral