

SUGGESTED SESSION CONTENT

Based on the FECYT's REBECA programme guidelines.



CAMINO
PROGRAMME

INTRODUCTION

Below we provide you with a series of guidelines that can help you to focus each of the sessions that will make up the mentoring programme.

We have organised each session according to the same structure:



OBJECTIVES



PRELIMINARY REFLECTIONS



**TOPICS TO DISCUSS
WITH YOUR MENTOR/MIND**

SESSION 1: MOTIVATION AND CAREER ASPIRATIONS

WITH YOUR MENTOR/MENTEE

PRELIMINARY REFLECTIONS

- What were the reasons that motivated you to choose your university studies?
- What reasons motivated you to pursue a doctorate?
- In both cases, what did you hope to achieve?
- Have your career aspirations changed over the years? How, when?
- Career path: What organisation are you currently working for?
- Are there any projects you are currently working on (professionally or personally)?
- Do you like what you do in your current job? What do you like most, and what do you like least?
- How did you get to where you are now? What kind of adversities have you had to overcome?
- Review your successes and failures, what have been the most significant events and why do you value them?
- Five years ago would you have imagined you would be where you are now?
- What would be your ideal job, and are you doing anything to achieve it?
- Where do you want your career to go? Where would you like to see yourself in three years?
- What helps/has helped you discern your career path from all the possible ones?

OBJECTIVES

**To define professional aspirations.
Goals and means to achieve them.**

SESSION II: WHAT'S BEYOND... ACADEMIA?

WITH YOUR MENTOR/MENTEE

PRELIMINARY REFLECTIONS

- What are your expectations and fears when considering leaving academia?
- Consult the "EURAXESS career development section":
<https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia/>
- See the EURAXESS questionnaire "What am I most qualified for?":
<https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia/occupations-competency>
- Check out some success stories:
<https://www.vitae.ac.uk/researcher-careers/euraxess-uk-career-development-centre/euraxind/euraxind-career-stories>

- I am considering a career transition - what are the options beyond academia?
- What other areas of business might be right for me?
- What were the biggest obstacles you (the mentor) faced at my point in your career and how did you overcome them?
- What do you (the mentor) wish you had known before leaving academia?
- How should I prepare for the next career stage?
- If this topic has been particularly relevant to you, who else can you talk to/what information can you consult to research it?

OBJECTIVES

To identify the pros and cons of going beyond academia.

SESSION III: KEY SOFT SKILLS

WITH YOUR MENTOR/MENTEE

PRELIMINARY REFLECTIONS

- In which professional environments do you think your competences would be most valued?
- Compare your answers with the Vitae researcher development framework.
- Consult the EURAXIND surveys of researchers and researchers' employers on the most valued competences:
<https://www.vitae.ac.uk/researcher-careers/euraxess-uk-career-development-centre/euraxind/euraxind-survey>

OBJETIVES

To identify the competences acquired and those still to be developed.

- Take stock of the competences you have acquired and those you have yet to develop. As a guide, the following are highlighted:
- Intrapersonal: Autonomy, self-control, emotional stability, self-confidence, resilience, motivation.
- Interpersonal: Communication, relationship building, influencing, negotiation, teamwork, empathy, active listening.
- Task development: Initiative, analytical skills, decision-making, anticipation, change management, dealing with uncertainty, ethical commitment.
- Have you ever done a SWOT analysis?
- Have you created a network of professional or academic contacts and do you communicate frequently?
- Do you make use of any techniques for long-term strategic planning?
- Have you had to deal with any conflicts at this stage and did you try to see the positive side of the situation?

DEBATE "TOP 10 SKILLS"

- Analytical thinking and innovation
- Active learning and learning strategies
- Complex problem solving
- Critical thinking and analysis
- Creativity originality and initiative
- Leadership and social influence
- Technology use monitoring and control
- Technology design and programming
- Resilience, stress tolerance and flexibility
- Reasoning, problem solving and ideation

OTHER RESOURCES OF INTEREST

- EURAXESS application "What do you want to be?" <https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia/competencies-occupation-and-sectors>
- World Economic Forum (WEF): <https://intelligence.weforum.org/topics/a1Gb0000000LJQ4EAO?tab=publications>



SESSION IV: ACQUIRING NEW SKILLS

OBJETIVO

To consider a new set of skills that you may not have considered before. We propose, for example, the following:

- Gender considerations for STEM professionals.
- Networking: How to network
- Conflict management
- Time management: work/life balance

GENDER CONSIDERATIONS FOR STEM PROFESSIONALS

PRELIMINARY REFLECTIONS

- Watch the video "Understanding unconscious bias".
- Watch the video "Gender Innovations: Harnessing the creative power of gender analysis to create new knowledge".
- Watch the video "Understanding the gender dimension for MSCA projects".
- Have you been confronted with a professional situation where gender has had a clear influence?

WITH YOUR MENTOR/MENTEE

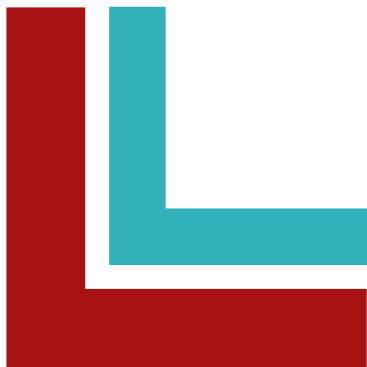
- Gender dimension in research. Gender balance in decision-making, equal opportunities for men and women.
- Maternity and paternity leave, are they a problem for career development?
- Gender-related barriers in STEM professions - do you see any gender bias in your professional environment?
- Is gender an issue in any way in your professional life?
- Do you lead or participate in any activities within your organisation aimed at supporting gender equality?



NETWORKING

PRELIMINARY REFLECTIONS

- Are you good at networking?
- Do you think networking works differently outside Academia?



WITH YOUR MENTOR/MENTEE

- What are some good avenues for academic and business networking?
- How can I keep in touch with influential people who do not work in the same office or geographical area?
- Are social and digital media useful?
- How many emails/calls are too many?
- How to behave at networking events?
- Where can you network?
- Spontaneous introduction or through a common contact?
- Who are the people to align with in a new organisation to be successful?
- What is the best way to suggest/communicate new ideas?

CONFLICT MANAGEMENT

PRELIMINARY REFLECTIONS

- Think about possible uncomfortable situations - do you need/want to have received any special training on how to deal with them?

WITH YOUR MENTOR/MENTEE

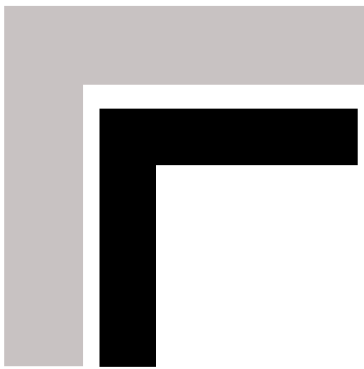
- Was there ever a job you applied for and got, but for which you were not 100% qualified?
- Are you familiar with the so-called "imposter syndrome"? Overqualification vs. impostor syndrome.
- Have you ever had a difficult boss or colleague?
- How to deal with new responsibilities or subordinates?
- Reactivating overburdened, dissatisfied or frustrated employees (or yourself).



TIME MANAGEMENT & WORK-LIFE BALANCE

PRELIMINARY REFLECTIONS

- Can you help create your own balance or is it defined by your employer?
- How to better organise your working time.



WITH YOUR MENTOR/MENTEE

- Work-life balance
- How to avoid wasting time.
- Prioritising tasks: a time waster or a time saver.
- How to find the balance between concentrating on your current job and seeking promotion or preparing for new jobs.
- How to deal with extracurricular activities or further training.
- How to get involved in different initiatives without appearing unfocused?

SESSION V: OPPORTUNITIES AND STRATEGIES

PRELIMINARY REFLECTIONS

- How do you face the search for professional opportunities?
- What resources do you use in this search?
- What is professional success or satisfaction for you?

OBJETIVE

To understand the labour market in order to focus on your professional preferences.

WITH YOUR MENTOR/MENTEE

- What do you think a company needs to know about you? Do you reflect it in your CV or professional network?
- What aspects do you think make you different in a selection process?
- What could you bring to a company?
- Do you have a network of contacts that can help you in your job search?
- How would you transform your weaknesses into strengths?
- How do you keep yourself informed about labour market trends in your area of work?
- What do you consider to be key aspects of managing your search for opportunities in an international context?
- How do you find the balance between focusing on your current job and looking for the next one?
- How do you evaluate your career from the beginning to the present?

SESSION VI: WHAT HAVE WE ACHIEVED? WHAT'S NEXT?

PRELIMINARY REFLECTIONS

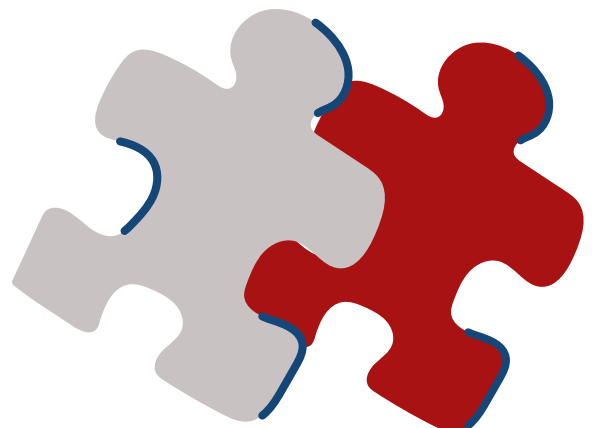
- What have you done during this programme? Did you participate in the training courses and attend the scheduled meetings?
- Did you prepare for the meetings, did you take notes from the meetings, did you go further?
- Did you discover something you had never thought of before?
- Did you change your approach to the possibilities offered by the labour market?

OBJETIVE

Think about what you have already done and what your future steps will be. Ideally, to improve your personal career plan.

WITH YOUR MENTOR/MENTEE

- What has been the most meaningful session for you, and why?
- Have you initiated an action plan to achieve your goals?
- Have you made any commitments that will benefit your professional development?
- Do you think the path ahead will be easier after this experience?
- Has this experience broadened your horizons in terms of goals, professional development and/or consolidation of your personal and professional project?
- Did you participate (mentor) as a mentee in any programme?
- Do you consider that this experience has been beneficial for both of you?





**DO YOU HAVE ANY QUESTION?
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