

Working Group meeting, 24th October 2019, Nicosia, Cyprus.

Analysis of questionnaire data in order to answer two questions

1. What is common across the data?
2. What are the purposes, processes, values, skills, knowledge, disposition (academic personality) of the “stellar” colleague?

Initial findings from small group analysis as captured on the day

- People – relationships, collaboration, mentors,
- Mobility
- Interaction
- Dissemination, sharing
- Perseverance – commitment to success
- Curious
- Importance of work
- Openness, freedom, creativity
- Rewards, support, recognition, incentives
- Training - planned and just in time
- Admin – workload – structures
- Positivity – professionalism – ambition, conscientious
- Time - sabbatical re-imagined
- Perseverance – resilience - never give up
- Infrastructure – coping with negative feedback
- Motivation – asking for support and giving support
- Fragmented nature – loneliness – lack of support
- Technical expertise centralised
- Communication – clarity goals negotiation

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