UNIVERSITÄT BIELEFELD

GrACe | Graduate and Academic Career Development Centre

Toolbox Career Development Discussions

Guiding questions for career perspective discussions

Objective: Supervisors can advise PhD students and postdocs aiming for an academic career on developing their career prospects and, through joint discussion, devise career strategies.

Guiding Questions:

- What are the PhD student's or postdoc's aspirations regarding their career development?
- How do I assess the PhD student's or postdoc's performance to date and their potential for development? Where do I see particular strengths, and where, if applicable, difficulties or obstacles – particularly with regard to the quality of their research work? If possible, please also consider subject-independent skills such as self-management and time management, organisation, communication and teamwork, etc.
- What prospects do I see for the doctoral candidate's or postdoc's professional and personal development? With regard to an academic career or, where applicable, alternative career paths?
- What are the next key steps in their development?
- What development activities are currently on the agenda (conferences, publications, positioning, third-party funding, etc.)?
- Which further training initiatives or funding programmes would be beneficial?
- What further support measures can be offered?

Note: PhD students and postdocs can seek support from the Career Service regarding questions about career development outside academia.

Helpful keywords:
Research, teaching, publications, conferences, committee work / academic self-governance, securing third-party funding, networking, grants, subject-specific & methodological knowledge, publications, organisational / strategic knowledge, networking

Notes: