



Cambridge AWiSE

Cambridge AWiSE is a regional voluntary network for women in science, technology, engineering, maths and medicine (STEM) in industry, academia and enterprise as well as for women who wish to return to a STEM career after a break. Cambridge AWiSE brings together women with common interests and acts as a source of information and inspiration.

Cambridge AWiSE aims to help women stay in STEM and make the most of their careers. Cambridge AWiSE provides regular networking opportunities, information through the website and newsletter and access to the national MentorSET mentoring scheme.

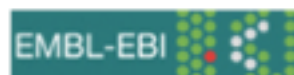
“Some potential Cambridge AWiSE attendees have perceptions of women's organisations as anti-men, whereas in reality, a characteristic I like most about Cambridge AWiSE is that it is focused on being pro-women.”

Attendee from The MathWorks

Find out more: www.camawise.org.uk

Or email: info@camawise.org.uk

Career Day Sponsors



KuDOS Pharmaceuticals



Cambridge AWiSE

Career Development for Women in STEM

Lucy Cavendish College

Friday 18th June 2010 - 9:30-5:00

Fitting career development specifically for **Women in Science, Technology, Engineering, Medicine and Maths** into our busy lives is a challenge. That's why Cambridge AWiSE have got together experts for one day of **high intensity training and networking** to help you make the most of your career or take it **to the next level**. Vitally, all profits from the day **go to help CamAWiSE** continue to operate.

Moving Beyond the Boys Club

Dr. Suzanne Doyle-Morris will discuss the key strategies for success that women use as detailed in her book **Beyond the Boys ' Club** – www.beyondtheboysclub.com.

Panel with the Professionals

A panel of successful women from academia and industry will share stories and take questions about their own inspirational careers.

Networking Lunch

4 Fantastic Afternoon Workshops

- Understanding and Using Workplace Politics - **Michelle Brailsford**, *Jupiter Consulting* – <http://jupiterconsultinggroup.com>
- Precision Thinking for Confident Outcomes - **Kate Atkin**, author of "The Confident Manager" – www.aspire-2.com
- Raise Your Game – Do You Reflect Your Worth - **Carol Collins**, *International Federation Image Consultants* – www.carolcollinsimage.com
- Using Body Language to Get Ahead at Work - **Elizabeth Kuhnke**, author of "Body Language for Dummies" – www.kuhnkecommunication.com

Champagne Networking Reception

Early Bird Price £199, before 30th April, £247 after.

Half price registration for unemployed women.

Approach your HR Representative or Manager to see if they will support this incredible training opportunity. If not, invest in your own future.

Bursaries may be available to those at risk of redundancy.

Email Lucy to book or for more information: info@camawise.org.uk.

This training event is supported by the MRC.



Cambridge AWiSE Career Development Day

On Friday 18th June 2010, Cambridge AWiSE held its first full Career Development Day. 55 women from academia, industry and enterprise joined us for a day of high intensity training and networking.

The event encouraged women to think about the skills they have already and how to apply them to various scenarios in the 'real world'. This way of thinking is essential in today's economy and whilst it may be routine for business people, it is less the case for scientists in academic research. Workshop sessions covered topics not usually seen in career development for scientists; for example how to recognise your own transferable skills, how to successfully negotiate laboratory politics while maintaining your own integrity, how to understand and use both verbal and body language to your own advantage and how to make the most of your appearance to create a confident impression in meetings and interviews.

Speakers included **Dr. Suzanne Doyle-Morris**, author of Beyond The Boys Club who started the day with a session on 'How to move beyond the Boys' Club'. This focused on the career strategies used by successful women in both academia and industry. This was followed by a panel session featuring **Dr. Laura James**, **Dr. Monika Papworth**, **Prof. Nicky Clayton FRS** and **Prof. Karen Steele FRS** who all spoke about the pivotal points in their careers

The following Report summarises the outcomes from each of the sessions and highlights the key themes of the day.

Themes of the day

- Take risks (and be savvy about which ones!).
- Broaden your network.
- Show confidence.
- Make and take opportunities to present your work and become more visible.
- Acknowledge your skills to yourself.

Feedback

Participants were asked to reflect on actions that will be taken as a result of attending the career day.

The participants rated the day as useful or very useful.

Comments

I feel very reassured that most women feel the same way, the event confirmed that I am not alone. Also I realized the usefulness of mentors and that I can access MentorSET through my Cambridge AWiSE membership as both a mentor and a mentee.

Attendees, The Sanger Institute.

I felt quite enthusiastic following the workshop day, as I could find tips that could be applied to both academia and industry working environment, and confirmation that particularities and differences in the pathway could be enriching and contribute to career development.

Attendee, MRC-LMB.

In summary I thought that the Career's Day was well organised and useful. Not only did I learn how to broaden my career horizon, raise my profile at work, deal with work place politics - I also learned a lot about myself and discovered hidden skills I never thought I had. For me the first half of the day was the most rewarding - especially the panel discussion featuring four successful female scientists (2 of which were FRS) was inspiring. To hear from such high achieving women, who made it in both academia and industry, how they overcame hurdles and problems at early career stages, developed opportunities for themselves and found their optimal work life balance made me optimistic that I can do the same. I particularly enjoyed Suzanne Doyle-Morris' presentation "Beyond the Boys' Club" in which she presented strategies for achieving career success as a female. Suzanne is an enthusiastic and motivating speaker who dissected in detail how differently the two genders

approach their career and that it is not enough to just do a good job. In order to succeed you have to be able to take risks, be willing to step into the spotlight and raise your profile by spending around 10% of your working hours building your profile. As her book "Beyond the Boys' club" was part of the delegate's pack I was also able to

Session 1

Dr. Suzanne Doyle Morris Moving Beyond the Boys' Club

Suzanne spoke about the main issues that arose during interviews with many successful professional women across a range of disciplines in academia and industry and that are summarised in her book 'Beyond the Boys' Club'.

Who really cares about our careers? Men focus on what they get right. Women focus on what they get wrong. Men get to do things because they ask. Often men appear to have a much higher profile in their team or organisation: they give the team presentations to clients.

Women generally assumed they were overlooked and that the men had actually been asked to present. The reality often is that men asked to give the presentations – they took advantage of an opportunity available to them to put themselves into the spotlight.

No one else will give you the opportunities to increase your visibility – you need to ask!! It is up to you to do this!

We do see successful women in the media but they are often the only high profile women in their fields. These women are from a wide range of backgrounds but their career stories all show:

1. They have exceeded expectations in fields where they are the only woman.
2. They are willing to share their secrets.

Suzanne interviewed a number of successful women for her book 'Beyond the Boys' Club'.

Four key ideas emerged:

Take risks!

Take your 10%!

Cash in your chips!

Be 80% Perfect!

follow up the main points of the talk in more detail at home.

Attendee, MRC-LMB.

Overall the meeting prompted me to look at life and events from a different perspective as well as from the perspective of others.

Taking Risks

1. Take advantage of opportunities abroad – this widens your perspectives, enables you to meet a wider range of people and more people remember you.

2. Make a career change – either to move into a new industry or making a lateral move as a different way of moving up the career ladder at a later stage.

3. Step into the spotlight – put yourself forward, speak up.



Taking your 10%

Everyone eventually gets to the point in their careers where they realise that delivery alone is not enough and that it is important to make people aware of what you they are doing rather than just doing it. Advice: spend 10% of your time building your profile. A couple of ideas are:

1. Present your work to large audiences, approach conference organisers and ask for an opportunity to speak or sit on a panel. If you are not confident speaking in public – try joining toastmasters, speaking to smaller groups first.

2. Present your work in written form – submit articles to internal and external subject newsletters and industry publications. Ask journals if they want news articles on specific subjects, write for non-specialist audiences. This all helps you gain recognition by a wider group of people.

Giving positive feedback recognises you as a good team leader. So make sure any thanks you get go further than your own inbox. Write a subsequent note to your team to thank them for their work and copy this to your boss. Use social media to raise your profile and to follow important developments in your field. Perhaps even use Google alerts to see what the head of your organisation is doing.

Defend your ideas and take credit for them – don't let others take them as theirs. Women often use "its just an idea but...." this negates all the great things said after.

Think about how you say things – men use words like "wise" and are able to speak in a way that makes them sound much smarter than they actually may be. Women use questioning tones which make them appear less confident and informed than they are. Talking wisely as well as intelligently gives more gravitas.

Take lunch and coffee breaks 2-3 times each week and network at these times. Men take advantage of these opportunities much more than women. This time is a useful way of keeping networks alive and finding out what is going on. To achieve this may require delegation of some tasks. Delegation is important as it will get credit for you and for your team.

The stakeholder map has you as the centre of interactions with your boss or PI, colleagues,

clients, other groups. Reaching out to other departments increases your access to other networks

Cash in your chips.

There is no shame both in giving favours or cashing them in. So trade favours, and learn how to ask for favours. Women are good at giving favours but less good at asking for favours in return. Successful people exchange favours all the time.

80% Perfect

Give up the sense that you need to be perfect – by being good enough enables you to free up time to do other tasks, have time for yourself. We say we want an equal playing field but no senior man has got to where they are now without lots of help and this help makes life and work more fun.

1. Meeting new people
2. Sharing experiences
3. Helping others/being helped

It takes a community to make a senior scientist – particularly if you are a woman!

Take ideas from today. Stretch yourself and move beyond the boys' club!

For more information visit www.doylemorris.com

Comments

"Many of the tips we learnt today are equally relevant to women and men.

I realised from this that I need to promote my own work and be more aware of what else is happening in my field."

Session 2

Women in STEM Panel Discussion

Dr. Laura James

CARET, The University of Cambridge

Laura doesn't have an elevator pitch for her current job and is not sure she really has a career and certainly doesn't have a plan! She instead has vague aspirational goals of where she wants to go in the future. Laura believes strongly that it

is important to make your own decisions for your own reasons. She did a PhD to have a higher qualification rather than having a vocation or an interest in a particular subject, as she believed that the type of jobs she wanted to do in the

future would require this level of academic achievement.

Laura believes that it is essential to stay true to yourself, not to be influenced by what other people think and to set your own standards. It is important, however, to listen and pay attention to warnings that people give you and use the information they contain to make your own decisions. Ask for advice.

Prof. Karen Steel FRS.

Wellcome Trust Sanger Institute

Career Milestones – Taking Risks

1. Choose an empty field – when Karen did her PhD, her supervisor was the only person to work in the field of the genetics of deafness. This was a very useful start as Karen has been the first one to make her name in this field. It has, however, been lonely at times. She has spent her whole career in this area. She doesn't fit into a single group and this makes it a very interesting place to be.
2. Create your own job – Karen has never applied for a job. She has created her own right from her PhD. To be able to do this you need to take advantages of the opportunities to meet new people and to talk to them. And you need to attend meetings and ensure that you actually meet the people who are important in your field.
3. Setting up new labs – this again was risky but made Karen's name.
4. Moving abroad – Karen highly encourages women to spend some time working abroad. It changes the way you do things for the rest of your life. It also proved to Karen that she was very English and she moved back to the UK!!
5. Make compromises – Karen met her husband when she was 39. She had her son at 40. Her husband works in Loughborough and they meet at weekends. Many scientists live apart, to make this work you need to be very clear about the decisions you make.
6. Keep learning and asking for advice.
7. Accept that there is no such thing as a permanent job in academia. If you can't accept this, you are in the wrong job!
8. The more you do, the more experienced you become and the easier it becomes to juggle the many commitments you have.

Dr. Monika Papworth

Scientist, MedImmune

Monika was brought up in Poland behind the Iron Curtain and her student days were spent trying to change the world rather than studying! The world started to change – The Berlin Wall came down and students found it easier to get a visa to travel. Monika took a year out and created her own opportunities by writing letters to people asking for jobs and money! She wrote to 20 Labs using names from Nature, had 18 replies and 4 job offers! She took up a one year position at The University of Manchester.

She also believes that you should be able to follow a completely unconventional career path and that you should not be scared about doing something new. Vary things, set your own standards, remember what your aims are and do not feel influenced by others. Build your own great stories! And don't get stuck in a job where you can't describe what you do!

Her advice: Don't settle for easy options – make your own opportunities and make the first move! Fifteen years later Monika was a post-doc at the MRC's LMB in Cambridge surrounded by 'Big Brains' who were very driven people. She had a job she enjoyed but didn't feel she had a career and even wanted to pursue her own ideas. She found herself at a career crossroads and was considering moving into publishing, teaching or industry.

Industry was the most tempting but Monika's expectations were that Industry would be all about chasing targets, long hours, less freedom and no family life. She found the reality very different with it not all being about the work of one person but more about all the people involved.

Monika is a Scientist at MedImmune in Cambridge where 55% of the scientists are women, including women in senior positions. Hours are very flexible, the company treasures talent and accommodates staff needs to keep their skills.

Prof. Nicky Clayton FRS.

The University of Cambridge

The Bird Lady – Science, Salsa and Shoes!

Nicky is Professor of Comparative Cognition at the University of Cambridge

1. Nicky is interested in the evolution and development of cognition in animals and young children – is it possible to think without language? She works mainly with members of the crow family and has also worked with young children. She believes it extremely important to follow your own scientific interests.
2. Nicky is also a salsa/tango and ballet dancer by night. All of which are great workouts for the brain! She believes it is also very important to have other interests.
3. Nicky did her degree in Zoology at Oxford, followed by a PhD at St. Andrews. She already had a particular interest in birds and combined her interest with her research right from the beginning. She followed her PhD with a post-doc at Oxford and then took up a position at UC Davis in California, believing nothing ventured, nothing gained! She eventually became Chair of Animal Behaviour there. She believes it is great to move and explore new places and have the opportunity to set up your own lab. She, like Karen, however found she was very English too and came back to the UK to Cambridge after being asked to apply for a position. She was made a Professor in 2005.
4. 2010 – Nicky's year so far has been incredible! She was made an FRS and has been able to bring together her two

Monika feels that there is room to grow – everyone is pulling in the same direction. The environment is less competitive, more supportive and there are clear career pathways and opportunities for advancement. Monika also loves the fact that there are people to bounce ideas off and opportunities to make your job your own and develop your interests. Monika was able to spend time developing activities for MedImmune's outreach at The Cambridge Science Festival.

passions, science and dance. This year she was appointed Scientific Advisor to the Rambert Dance Company.

Musings!

1. Nicky loves the freedom and independence in science but you need discipline. You also need to know when to work alone and when to work in collaboration – whose help to enlist and who to talk to. Nicky believes in the power of collaboration, interdisciplinary research is very important and talking to others helps you think outside the box and become more creative.
2. It's easy to be overwhelmed by the amount of information there is! One can become over ambitious or become too much of a specialist. It's important to try to find the right balance and not get too set in your ways and lose the sight of the big picture.
3. Be ready for disappointments and be ready to jump over hurdles. Having a positive attitude is vital.
4. The serendipity of scientific discoveries – In some areas you are working towards a specific goal, but for most science this is not true and you don't know when your research results will have use.
5. Public Awareness – take advantage of opportunities to talk about your science to different audiences – Nicky does this through talks, dance and Cambridge Science Festival.

6. Fostering Relationships – sum is greater than the parts! Take advantage of your superior social skills and make connections.

The lab is a family that strengthens connections throughout your career.



From left: Dr. Tennie Videler, Prof. Nicky Clayton, Dr. Laura James, Prof. Karen Steele and Dr. Monika Papworth.

Comments

"I found the presentations very useful in terms of how their careers developed and changed, it was all about getting a good work/life balance."

Session 3

Dr. Tennie Videler

Vitae

Broadening Your Career Horizons

Vitae champions the personal, professional and career development of pre-doctoral researchers and post-doctoral research staff.

Tennie's talk focused on the need to recognise one's skills to broaden your career horizons. Her advice included moving with one skill set from your comfort zone into another setting using your transferable skills. The audience was asked to audit their known skills, to list tasks associated with each activity and the skills needed to achieve a specific goal. Skills employers look for include a good ability to communicate and recognising the need for training.

Planned Happenstance: Tips on Creating Luck in your Career.

If things happen differently from expected, see it as an opportunity.

1. Allow chance to play a role in your career. Be pro-active. Take on responsibilities while developing your career. Be open to opportunities.
2. Make opportunities happen. Create your luck.
3. Network, get known as opportunities open up.
4. Follow your interests, be informed, explore openings.
5. Capitalise on your experiences and skills. Be self-aware.

6. Keep an open mind, talk about ideas and possibilities.

Vitae www.vitae.ac.uk

Comments

“As a talk most suitable for a scientific audience consisting of both male and female scientists and support staff I would recommend Tennie Videler's session about recognizing your transferable skills and using them to widen your career opportunities. Tennie is an excellent speaker and, as a former LMB scientist who only recently ventured into career management, she understands the research environment. After many years of post-doctoral research she found herself at the stage where she had to explore new career opportunities so she knows how difficult it is to leave the "Ivory Tower". On the other hand she also knows how to capitalize on the skills gained during your Ph.D. and post-doctoral years. During her workshop, which was significantly shortened due to the nature of the event, she really got me thinking what alternative careers

7. Be prepared to take risks, change your mind, experiment with new skills.

are there and whether I have the skills to do them. Her advice on CV writing was also very helpful and I am confident I could benefit even more from a "whole session". Realistically only a few of us can become group leaders and Tennie's talk helped to explore alternatives early on in a career.”

Attendee from the MRC-LMB

“The exercise with Tenny@vitae was good but a longer session would have been more useful and probably pairing with someone who has already traversed the path to success may help to draw out the transferable skills that we all have but seldom recognise as useful. Pairing with a more experienced person may help this kind of session be even more useful in the future.”

Attendee from The Sanger Institute.

Session 4

Michelle Brailsford

Jupiter Consulting Group

Understanding and Using Workplace Politics

Office politics generally has very negative connotations – people think it is about managing agendas and egos, that it is an unpleasant necessity, that it is tedious and is about selfishness and shark-like behaviour. Michelle pointed out that we need to reconsider our attitude and look at office politics openly, objectively and positively because regardless of the size of the organisation where we work, we will be exposed to work place politics.

In a survey by Catalyst, 79% of Fortune 500 CEOs conceded that there are identifiable barriers to women getting to the top. One is **lack of assertiveness by women on “managing the political process of their career development.”**

A value-free definition of workplace politics:

“Informal, unofficial, and sometimes behind the scenes efforts to gain influence, sell ideas, impact

the organization, increase power, or achieve other targeted ends.”

We need to learn to manage the ends and the means – it is not just self interest, it is for the benefit of the company and it can be done with integrity. Being technically good is not enough – all employees are assumed to be technically good! You need to find a positively political way through and to learn how to play the game. You need balanced self-promotion to make sure people know what you do.

If you don't play,



the chances are that other people will get promoted or get the juicy job assignments and you'll never find a way to crack through the glass ceiling. You could also be delivering things that the company doesn't value. Your ideas may not be heard or if they are, they are stolen and other people get the recognition for your hard work.

There are two main political styles.

The Power of Ideas.

This less political style is the one most women feel most comfortable with. It focuses on integrity and meritocracy, where results speak for themselves. In this style, your power stems from your ideas. What are the risks of being less political? You can end up being under-estimated, pigeon holed, passed over, seen as lacking in verbal discipline, easily deceived or come across as above the fray. If you don't make the effort to get out and be seen, you end up with an insufficient network and miss opportunities that are available.

The Power of People.

The more political style doesn't come naturally to most women as it focuses on the power of the person. This style focuses on image and people's perceptions of you - how you come across to your colleagues is important. People using this style keep their ideas to themselves, have a private agenda and keep their cards close to their chest playing them out only at the right time. Decisions are based more on the professional relationships people have rather than someone's competency. Therefore, making and maintaining your networks is vital. To be positively political you need to self-promote, you need to make the effort to be visible. Women generally have to learn this behaviour.

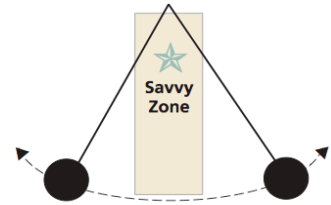
What are the risks of being more political? Power can corrupt and lead to arrogance. You can lose the respect of your colleagues and images can suffer.

Finding the balance can be tricky and can take time. Don't be an ostrich or a shark!!

It is particularly good to become more political:

1. During times of organisational change.

2. When you have great ideas that you want to get funded.
3. When you need to get people to listen to you.
4. When you have a new boss and you need to highlight your achievements and show how you can be part of the new team.



It is also important to be less political in some situations:

1. By becoming more open and sharing more you can show your credibility.
2. When you are working with volunteers and new members of staff.

Find out what people's agendas are and what people say about you.

Books for follow up information:

Survival of the Savvy by Rick Brandon & Marty Seldman

The Secret Handshake, by Kathleen Reardon

Jupiter Consulting

www.jupiterconsultinggroup.com

Comments

"Things I took away from this session: How to engage in work place politics and benefit from it and how to use politics and positioning and be part of the game. Also the lack of permanency in jobs, i.e. no job is for life. A switch in mindset is required with respect to how you look for jobs in the future."



Kate Atkin

Author of 'The Confident Manager'

Aspire 2

Precision Thinking for Confident Outcomes.

Kate's presentation was all about being precise in your thinking. She talked about having confidence and that confidence is a balance of courage and consideration. Courage is your level of bravery but if you have no consideration confidence can lead to arrogance. It is important to care about the people you are with.

"Only those who dare to fail greatly can ever achieve greatly". Robert F. Kennedy.

Precision Thinking is taking control in a sticky situation, deciding to make a change, and actually change the situation. Putting your head above the parapet is scary but allows you to see the options open to you. You also need to stretch your comfort zone. It's only when your confidence is tested that you realise how confident you actually are. You need to stretch yourself – be green and growing rather than ripe and then rotting in a position which doesn't challenge you. This doesn't mean you have to continually move – there is no shame in staying in a job that stretches you at the same time.



1. Prepare for disappointment
2. Take control and do something.
3. Watch your language – both internally and externally. Be true to yourself – loose neutral language – use positive and negative language that is appropriate to the situation. If feeling very negative – have a really bad 5 minutes, then move on!! Use negative language sparingly but well!
4. Where do you want to go? This is important to think about, but also focus on where you

are now and where you will be soon as well as your larger goal.

5. When you need to feel confident, think about the small things that make you feel confident.
6. Monitor your body language – this affects confident thinking – keep smiling and the brain responds! You cannot have a positive thought without a smile!
7. Visualise what you want to happen, not what you hope won't happen and visualise the characteristics you want.

Things you have control over

You have control over lots of things, even where you work. You do not have control over colleagues and family – you can however influence them – think about being positively political to achieve your goals.

There are things you cannot control at all. This includes things that have happened in the past. STOP WORRYING ABOUT THINGS IN THE PAST!! Put them in your SOD ALL box! Give your energy and focus to things you can influence and things you have control over.

1. Take control over your own thinking.
2. Watch your language.
3. Focus, stay with the here and now.
4. Use your body and breathing to control yourself.
5. Visualise what you want to happen.

Give it your best shot!

A real loser isn't someone who doesn't win, it's someone who doesn't play the game.

Aspire2 www.aspire-2.com

Comments

"I found Kate Atkin's talk particularly interesting regarding building and boosting confidence to make you feel good - building up your own brick wall of skills."

"The power of positive thought. I will think more about the thoughts that run through my mind and work to change negative thought processes"

Session 5

Carol Collins

President, International Federation of Image Consultants

CC Image

Raise Your Game – Do you Reflect your Worth?

Develop soft skills to go with your technical skills so that you reflect what you are worth.

Academic achievements are not enough – everyone in the organisation is assumed to be technically competent.

Appearance is 93% of the first impression you give to someone.

People look first at your face and then at your feet. If you make a bad impression the first time, it can take 5-6 good impressions to overcome the initial bad impression.

What you wear expresses your personality.
Show yourself!



But be appropriate! You need to make sure you are giving off the correct signals – it's a work environment, not a social situation!

So what do top women have?

Top Women have integrity, empathy and confidence. They are organised, able to manage people and communicate with them. They are determined, charismatic and good ambassadors for their companies. So we all know what we need to be at the top of our career – focus on this, don't focus on what we don't have!

Soft Skills make a difference. Be animated and excited, proud and passionate about what you do and be honest, open, calm and focused. These all make a huge difference as to how people perceive you and how they interact.

CC Image www.carolcollinsimage.com

Comments

"Dress for success, it also helps your confidence. Think about what you wear."

Elizabeth Kuhnke

Author of 'Body Language for Dummies'

Kuhnke Communication

Using Body Language to get Ahead at Work

Three steps: 1. Learn, 2. Practise, 3. Have fun!

Body language speaks so much louder than words and it is you who determines how you want to be perceived.

- Look as though you are in control.
- Claim your space, you have the right to be where you are, you have earned it.
- Slow down, think about what you want to say and don't run! People in charge don't run!



Stand with your feet a shoulder width apart, with your arms loosely by your side. Keep your head upright and maintain eye contact with the person you are talking to.

Kuhnke Communication

www.kuhnkecommunication.co

Comment

"I realise now that having a strong body posture increases your confidence and makes your peers listen to you."

Statistics

	1= very interesting, 5 = not interesting at all.						
Interesting	1	2	3	4	5	total	% 1+2
conference overall	17	8	0	0	0	25	100
beyond the boys club	19	6	1	0	0	26	96.2
women in stem panel	17	6	3	0	0	26	88.5
broadening horizons	10	4	10	1	0	25	56.0
understanding and using workplace politics	18	7	1	0	0	26	96.2
precision thinking for confident outcomes	13	9	4	0	0	26	84.6
raise your game - do you reflect your worth	14	7	5	0	0	26	80.8
using body language to get ahead at work	21	5	0	0	0	26	100.0
	1 = very useful, 5 = not useful at all.						
Useful	1	2	3	4	5	total	% 1+2
conference overall	14	9	0	0	0	23	100
beyond the boys club	15	6	2	0	0	23	91.3
women in stem panel	11	7	5	0	0	23	78.3
broadening horizons	9	7	5	3	0	24	66.7
understanding and using workplace politics	18	6	1	0	0	25	96.0
precision thinking for confident outcomes	9	12	4	0	0	25	84.0
raise your game - do you reflect your worth	9	10	5	0	1	25	76.0
using body language to get ahead at work	14	10	1	0	0	25	96.0

Feedback Wordles

Wordle (<http://www.wordle.net>) is a computer program which generates “word clouds” from text. We used Wordle to generate visual images of the feedback given by participants after our Career Day. The size of the words is related to the total number of times they are mentioned on the feedback forms.

Please explain what you wanted to get out of today’s conference.



Did it meet your expectation and if not why not?



Do you have suggestions for other topics you would like to see in the future?



Give examples of actions you will take as a result of your attending today?



What happened next?

We asked several attendees to provide feedback after 6 months. What affect has attending the career day had on your career? What changes have you made as a result of the course? Here are some of their responses.

I have changed the way I think and view myself and am positioning myself to be taken more seriously within my current role in preparation for future higher level ones here or elsewhere. I am training myself to become more proactive and targeted in how I work and present myself, being more disciplined and structured in the way I undertake projects and communication. This is directly related to the messages on the course that showed women in SET tend to sit back and wait for opportunities rather than actively seeking and requesting them as male colleagues do.

Firstly I would like to thank the organisers for putting together such a good day, with quality presenters and an enthusiastic audience in a friendly and open environment. Sometimes it helps to stand back and look at ones career to date with a different and independent perspective. This day came at a good time in my job search, and helped me considerably.

Six months ago I had gone through downsizing at my last job, had been looking for the next position, gone through a few disappointments etc. I am now working full time in a different type of role.

The presentations contained a lot of suggestions, some of which are not immediate

or easy to take on board. I bought a couple of the books, and when "stalled" check through them for ideas. A couple of themes were especially relevant to me and I am working at improving in those areas.

The course made me think about the need to take risks and to stay visible. This encouraged me to put myself forward to give presentations on a couple of occasions e.g. at an AWiSE event on career transitions, and to be 'master of ceremonies' at a large MATLAB conference.

No measurable affect so far. But attendance of the day was intended to provide me with "tools", when I would need them rather than to facilitate imminent changes.

I am more aware of how I present myself in particular situations, i.e. posture, clothes, hair etc. I am more likely to actively approach people, make them aware of my presence. I feel easier about not knowing everything.

Apart from general interest, such as widening the horizon about general difficulties encountered within scientific working environment, and tips how to deal with it, I have two additional points. As a result to the event, I could observe more and analyse better some points in my working environment.

During that day, I also found ways for my personal development, such as building confidence, through several discussions, and especially with Kate Atkins.