

## **Coaching**

Coaching offers professional individual advice on professional roles and is organized in cooperation with the F3G network if required. The coachee has the opportunity to discuss current challenges relating to their work situation and career with a professional coach in confidential discussions. The coach does not present any proposed solutions, but offers space for targeted self-reflection and uses various methods to support the development of solutions and options for action.

Examples of topics for which individual coaching can be organized include

- Applications for professorships / postdoc positions
- Academic career planning; (decision-making) uncertainties regarding the planned career path (e.g.: aiming for a professorship vs. leaving academia)
- Team leadership
- Personal development
- Stress management / resilience
- Conflict resolution

### How to proceed:

Junior researchers who require individual coaching first contact Michaela Kritzenberger and describe the problem for which they are looking for a solution.

In cooperation with Monika Stärk (F3G network), we will put you in touch with a suitable coach and organize the contract. As a rule, a non-binding initial meeting is held between coach and coachee to get to know each other and discuss possible goals and issues.

### Target group:

Individual coaching sessions on career development for young female early career researchers can generally be funded for 4 - 6 hours from the TRR 374 equal opportunities funds.

Costs for coaching with the aim of improving awareness of gender and diversity (e.g. leadership and communication in intercultural research contexts) can be covered for researchers of all genders.

5 researchers can be funded per year.