

Welcome to the focus group interview on research culture

Welcome to a 2-hour meeting where you, as young researchers, are invited to take a critical and constructive look at the research culture you are part of. The hope is that you will be curious about the group's norms, as some norms may not work well for everyone. Awareness is a prerequisite for making changes.

How to proceed

- The first hour is spent together breaking into five themes – see the next pages. The keywords can help you, but they are not necessarily exhaustive, so feel free to add more.
- The second hour is primarily spent delving into the area where you see the greatest need for local intervention. Be specific and remember to jot down suggestions on *how* to proceed.

When you part ways, you will have given the meeting leader a mandate to present the group's desire for changes to your chair professor or research leader. This will take place at a follow-up meeting, where you are also invited. At the follow-up meeting, your efforts will be described in detail.

Roles during the focus group interview

- **The meeting leader** sets the framework, asks open questions, and is responsible for noting what the group concludes – see separate guidelines for the meeting leader.
- **The participants** should see themselves as those who hold the input management needs – perhaps without even knowing it. So, contribute, be brave, answer honestly, and remember that you all help create a space for collective reflection. Be aware that what you discuss today should be referable at the follow-up meeting, where management will also participate.

On the next two pages, you will find the five themes that we (the department management at IKM) think you should spend time on. If other issues arise that relate to your internal research culture, you are of course welcome to discuss them as well.

These meetings are decided by the department management and the extended management team at the Department of Clinical Medicine and have full support from the hospital management. Colleagues interested in research at AUH are therefore welcome to join.

THEMES

Career paths

What is needed for you to want to continue your research career at IKM?

What knowledge do you lack about the opportunity to advance?

Discuss for example:

- Generally: transparency about finances, level requirements, etc.
- Personally: Own opportunities and personal perception of barriers

The department management encourages you to consult IKM's website about career paths before the focus group meeting: <https://clin.medarbejdere.au.dk/en/career-paths>

Expectation alignment

What do you, as employees, need to discuss with management regarding mutual expectation alignment?

Discuss for example:

- Working hours / workload
- Task distribution
- Flexibility
- Breaks in working life (e.g., pregnancy and leave)
- Career goals
- Teaching
- Administrative tasks
- Grant applications

Work-life balance

How do work and private life fit together when you are employed here with us?

What can we get better at discussing openly?

Discuss for example:

- Perfectionism culture – perhaps even with two in the household wanting to pursue careers
- Ambitions
- Pregnancy, leave, sick children, illness in general
- Social expectations

Diversity

How do you feel that you are working in a place where diversity is a declared goal?

What is needed if we are to become more diverse?

Discuss for example:

- Professionalism
- Research methodology
- Age
- Gender
- Ethnicity
- Personality
- Challenges such as disabilities or diagnoses

Sense of belonging

How do you experience being part of a whole?

What is needed for you as a research group to achieve success – or even more success?

Discuss for example:

- Role distribution
- Role understanding
- #Pleasedontstealmywork
- Responsibility
- Positioning
- Jealousy