



Resilient Researcher

A new program to support HDR candidates

Why this program?

Resilient Researcher was developed by psychologist and higher degree research (HDR) career development specialist Dr Shari Walsh to address a range of issues that can **impact HDR candidates' research progression**. The kinds of issues this cohort can experience, many of which you will be familiar with as an HDR administrator or educator, include:

- isolation and lack of support
- uncertainty around supervisors' expectations and their research outcomes
- concern regarding their ability to complete their research
- fear of rejection and criticism, particularly in relation to publications, and
- discomfort around becoming an 'expert' in their field.

These issues **impact on candidates' psychological health** and can lead to:

- depression
- anxiety
- stress
- low self-esteem
- lack of confidence, and
- disillusionment.

Furthermore, it is not uncommon for these issues to **manifest in behaviours** such as:

- criticism of self and others
- perfectionism
- procrastination
- conflict with supervisors and colleagues
- difficulty meeting deadlines, and
- lack of engagement with research tasks.

How does the program work?

Utilising evidence based psychological principles Resilient Researcher enables candidates to develop and maintain their psychological wellbeing throughout their degree and to plan for a future beyond.

2 key components integral to HDR success – **coping and resilience** and **career development** – are covered in the program, providing participants with a **toolkit of skills and strategies** ranging from self-care and stress management techniques to assertive communication skills.

Resilient Researcher comprises **9 workshops** which can be run **individually or combined into day programs** in line with your institution's requirements.

Each workshop is 2-3 hours in length and can be **tailored** to meet the needs of participants at different stages of candidature, and suit the requirements of your faculty, school or centre.



Utilising a student-centred approach, the workshops are based on **co-operative, experiential learning principles**. They provide candidates with information on the issues they face, facilitated discussions, practical activities, handouts and tip sheets.

Participant numbers are limited to 36 per workshop to maximise interaction and optimise learning outcomes.

What are the benefits?

Resilient Researcher will:

- enable your faculty, school or centre to provide **HDR candidates** with support specific to their needs
- enhance the **supervisor-candidate** relationship
- ensure your candidates' post-grad **capabilities** are fulfilled
- enable your HDR candidates to **build skills** for ongoing coping and resilience
- increase **satisfaction** amongst your HDR cohort
- increase the likelihood of **positive feedback** from your HDR candidates
- help your HDR candidates progress and **complete their degree** in a timely manner
- build HDR candidates' awareness of **career opportunities** following completion
- assist you to fulfil your **duty of care** to your candidates
- provide you with **flexible, customised** training options
- **free-up your staff** so they can undertake other tasks
- add value to your department or university so it becomes known as a **research centre of choice** because of the additional support it provides.

About the program facilitator and developer

Dr Shari Walsh, founder and director of **Growth Psychology**, has **worked extensively with HDR candidates** in universities and private practice for more than 8 years. She is expert in individual and group counselling, designing and facilitating interactive workshops, seminar presentation and the use of online modalities to assist clients to enhance their lives.

For **testimonials** and more on Shari go to au.linkedin.com/in/shariwalshpsychology/

How to get started with Resilient Researcher

To find out more about **Resilient Researcher** or to make a time to discuss the needs of your HDR cohort and your department contact Shari at Growth Psychology.

Call **07 3356 2626** or email shari@growthpsychology.com.au



Resilient Researcher *Program overview*

Workshops	Workshop components	Stage of candidature	Expected outcomes
PSYCHOLOGICAL HEALTH			
1 Getting started on the right foot	<ul style="list-style-type: none"> - Dealing with confusion and uncertainty in the initial stages of the research program - Overcoming isolation during early months - Finding appropriate information and support 	Early	<ul style="list-style-type: none"> - Developed strategies to gain clarity from supervisors' and others - Set goals and developed action plan - Ability to identify and/or build a support network e.g., buddy group
2 Maintaining the balance	<ul style="list-style-type: none"> - Balancing multiple roles e.g., tutoring, research, family demands - Looking after yourself during your RHD candidature – self-care - Promoting resilience using positive psychology principles 	Early - Mid	<ul style="list-style-type: none"> - Identified work/life priorities and developed strategies to maintain work/life balance - Understand realistic expectations of research process and workload - Developed a self-care plan
3 Thrive – don't just survive	<ul style="list-style-type: none"> - Anxiety and stress management - Turning perfectionism into realism - Preventing procrastination 	Early - Mid - Late (can be modified to specific cohorts)	<ul style="list-style-type: none"> - Understanding of neuropsychology of anxiety and stress - Developed an awareness of triggers and how to respond adaptively - Ability to use strategies e.g., perspective taking, to enhance performance



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COMMUNICATION & RELATIONSHIP BUILDING			
4 Managing upwards	<ul style="list-style-type: none"> - Communication and conflict resolution strategies - Forging positive relationships with supervisors and colleagues 	Early - Mid	<ul style="list-style-type: none"> - Understanding of common communication and supervisory relationship difficulties within the HDR cohort - Practiced assertiveness skills and active listening techniques - Developed practical strategies to overcome difficulties in research relationships
5 Extending outwards	<ul style="list-style-type: none"> - Presenting research at conferences and seminars - Forming connections a.k.a. networking - Maintaining contacts 	Mid - Late	<ul style="list-style-type: none"> - Practiced strategies to manage anxiety relating to presenting and networking - Understand key messaging and how to communicate clearly - Developed techniques to manage difficult questions/conversations - Identified appropriate follow-up techniques
6 Understanding myself and others	<ul style="list-style-type: none"> - Using Myers-Briggs Type Indicator to understand my personality style - Improving interactions with people with alternate personality styles 	Early - Mid - Late	<ul style="list-style-type: none"> - Understanding of how personality style impacts on relationships and work preference - Developed an awareness of how to modify behaviour to maximise interactions with others -



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CAREER STRATEGIES			
7 Current career management	<ul style="list-style-type: none"> - Understanding and tracking research graduate capabilities as they develop during the research degree - Identifying career development opportunities throughout the degree - Sourcing appropriate supports and information sources 	Early – Mid	<ul style="list-style-type: none"> - Completed skills audit and recorded evidence of current graduate capabilities - Developed a plan for ongoing graduate skills mapping and development - Understanding of how to articulate skills and capabilities to employers -
8 Planning for the future	<ul style="list-style-type: none"> - Creative job search strategies - Effective applications - resume writing and selection criteria - Interview skills 	Mid – Late	<ul style="list-style-type: none"> - Developed an awareness of ‘the hidden job market’ and how to access - Understanding of how to write an effective resume and to respond to selection criteria - Practiced interview skills and techniques
INTERNATIONAL CANDIDATES			
9 Away from home	<ul style="list-style-type: none"> - Understanding Australian culture - Adjusting to a new environment - Missing home – finding support 	Early	<ul style="list-style-type: none"> - Explored differences between home and Australian cultures - Practiced strategies to enhance communication - Developed strategies for support and connection during their degree