A healthy career in Astro What does it look like? And how to achieve it?

Dr. Dorottya Szécsi

Humboldt Research Fellow at Uni zu Koln Assistant professor at the Nicolaus Kopernicus University, Poland

SFB – Uni zu Köln, 9 Dec. 2020



• others must work more than me



- others must work more than me
- others are so awesome! how do they do so much with their lives?



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless
- I don't even want to think of my research anymore! it hurts!



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless
- I don't even want to think of my research anymore! it hurts!
- I just don't deserve to be here I'm not worthy I know so little



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless
- I don't even want to think of my research anymore! it hurts!
- I just don't deserve to be here I'm not worthy I know so little
- I wish I had time to read a book!



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless
- I don't even want to think of my research anymore! it hurts!
- I just don't deserve to be here I'm not worthy I know so little
- I wish I had time to read a book!
- hm, when was the last time I met someone who's not in astro?



- others must work more than me
- others are so awesome! how do they do so much with their lives?
- if I want to be a scientist, I have to stay childless
- I don't even want to think of my research anymore! it hurts!
- I just don't deserve to be here I'm not worthy I know so little
- I wish I had time to read a book!
- hm, when was the last time I met someone who's not in astro?
- ...depressed? :/



significant number of people work well beyond contracted hours

- significant number of people work well beyond contracted hours
- including during weekends and holidays

- significant number of people work well beyond contracted hours
- including during weekends and holidays
- children keep people back

- significant number of people work well beyond contracted hours
- including during weekends and holidays
- children keep people back
- feel they are paid less than non-academics for same amount of work

- significant number of people work well beyond contracted hours
- including during weekends and holidays
- children keep people back
- feel they are paid less than non-academics for same amount of work
- considered leaving

- significant number of people work well beyond contracted hours
- including during weekends and holidays
- children keep people back
- feel they are paid less than non-academics for same amount of work
- considered leaving
- friends and relationships suffer

- significant number of people work well beyond contracted hours
- including during weekends and holidays
- children keep people back
- feel they are paid less than non-academics for same amount of work
- considered leaving
- friends and relationships suffer

You're not alone!

By Ilona Lipp and Jean Chen: Can you have it all? A story about work-life balance in academia



- impostor syndrome
 - feelings of severe inadequacy and self-doubt that can leave people fearing that they will be exposed as a "fraud", usually in their work lives.

By Ilona Lipp and Jean Chen: Can you have it all? A story about work-life balance in academia



- impostor syndrome
 - feelings of severe inadequacy and self-doubt that can leave people fearing that they will be exposed as a "fraud", usually in their work lives.
- BUT... research is *hard*.
 - fighting for it is part of the process
 - long hours before deadline may be evened out later

By Ilona Lipp and Jean Chen: Can you have it all? A story about work-life balance in academia



- impostor syndrome
 - feelings of severe inadequacy and self-doubt that can leave people fearing that they will be exposed as a "fraud", usually in their work lives.
- BUT... research is *hard*.
 - fighting for it is part of the process
 - long hours before deadline may be evened out later
- Where is the right balance?

By Ilona Lipp and Jean Chen: Can you have it all? A story about work-life balance in academia



Storytime!;)



Storytime! ;)



- We may think we're being efficient by putting long hours into our work.
- But we're fooling ourselves. Extended work without a break has diminishing returns.

Depression & anxiety

Evans et al. (2018): Evidence for a mental health crisis in graduate education *Nature Biotechnology*, volume 36, pages 282–284



Depression & anxiety

- PhD students are *6x more likely* to show symptoms of depression and anxiety
 - prevalence of moderate-to-severe depression: 39%
 - female students are effected more frequently

Evans et al. (2018): Evidence for a mental health crisis in graduate education *Nature Biotechnology,* volume 36, pages 282–284



Depression & anxiety

- PhD students are *6x more likely* to show symptoms of depression and anxiety
 - prevalence of moderate-to-severe depression: 39%
 - female students are effected more frequently
- Symptoms:
 - bad mood de-energised hard to get up from bed
 - don't enjoy things you used to
 - concentration problems even after minimal effort
 - problems with sleep, appetite, sex
 - feeling of guilt and worthlessness

Evans et al. (2018):

Evidence for a mental health crisis in graduate education *Nature Biotechnology,* volume 36, pages 282–284





• Yes, the system s*cks.



- Yes, the system s*cks.
 - no job security for early career researchers



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too
 - plus, the job _**is**_ hard.



- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too
 - plus, the job _**is_** hard.
- What to do?


Talking about the system...

- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too
 - plus, the job _**is**_ hard.
- What to do?
 - individual well-being



Talking about the system...

- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too
 - plus, the job _**is**_ hard.
- What to do?
 - individual well-being
 - organize!



Talking about the system...

- Yes, the system s*cks.
 - no job security for early career researchers
 - crazy high competition
 - publish or perish
 - inherent competitiveness of peers
 - often held up by well-meaning supervisors too
 - plus, the job _**is**_ hard.
- What to do?
 - individual well-being
 - organize!









• take breaks



- take breaks
 - regular! or at least learn to recognize when you need it...



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful



• take breaks

- regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful



SLEEP

- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

How many hours do you sleep a day??



• take breaks

- regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- SLEEP
- talk to each other about it!



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- SLEEP
- talk to each other about it!
- impostor syndr. can mess you up...



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- SLEEP
- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths
 - choose realistic goals



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths
 - choose realistic goals
- time management strategies



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths
 - choose realistic goals
- time management strategies
- boundaries



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths
 - choose realistic goals
- time management strategies
- boundaries
 - close email/slack outside work hours



- take breaks
 - regular! or at least learn to recognize when you need it...
- sport
- hobby
- friends and family
- walk, meditate
- read
 - audiobooks to avoid screen fatigue
- movies
 - projector at home?
- ask yourself whether your current strategies are successful

- SLEEP
- talk to each other about it!
- impostor syndr. can mess you up...
 - learn about it
 - slowly mitigate it
 - realize your strengths
 - choose realistic goals
- time management strategies
- boundaries
 - close email/slack outside work hours
- learn who you are
- ...we are not robots.







• Thanks for inviting me!! ;)



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...
 - how to better distribute resources?



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...
 - how to better distribute resources?
 - those at the top don't always recognize the struggle...



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...
 - how to better distribute resources?
 - those at the top don't always recognize the struggle...
- student+postdoc unions?



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...
 - how to better distribute resources?
 - those at the top don't always recognize the struggle...
- student+postdoc unions?

- you may not want to individually revolt against your supervisors...



- Thanks for inviting me!! ;)
- You are stronger together. Keep up talking!
- You deserve proper pay, holidays, breaks.
- Changing how academia is run (?)
 - uphill battle, many difficult questions...
 - how to better distribute resources?
 - those at the top don't always recognize the struggle...
- student+postdoc unions?
 - you may not want to individually revolt against your supervisors...
 - it may not even be their fault anyway

What do you all think?