Giving and Receiving Feedback in Academia – How to NOT Let it Destroy You

Objective

- Participants become aware of common obstacles to giving and receiving feedback across roles, cultures, and personal preferences – and how to overcome them.
- Participants know how to engage their supervisors, peers and/or supervisees to learn what behaviours they can change to become more effective in their communication and at their research.
- Participants learn how to communicate their own needs and requests clearly.

Description

Working as a doctoral or postdoctoral researcher means working in a highly competitive, international, and hierarchical environment. The interplay of individual personalities, role identities, culture-specific imprints, and characteristics of the research institution as well as the chosen career paths of its members – all that accounts for a dynamic working culture that comes with its own challenges and, sometimes, conflicts. This may prove both stimulating and demanding.

One of the most frequently named stress factors in research is feedback: How it is delivered (or avoided), the messages it contains, and how difficult it often is both to receive and to give feedback. And yet, it is an essential part of research.
This workshop is designed to offer perspectives, tools and practice to make both giving and receiving feedback more effective and enjoyable.

Methodology

We will work with the frameworks developed by Sheila Heen and Douglas Stone of the Harvard Negotiation Project, in “Thanks for the Feedback”, as well as with the “Radical Candor Model” (Kim Scott) and the “SBI-I structure” for engaging in an effective feedback conversation.
Feedback simulations – ideally with participants’ own situation, alternatively with scripts prepared by the trainer – will play a central part in this workshop, as will interactive and individual exercises to reflect past feedback behaviours and design future steps for improvement.

Trainer

Dr. Ulrike Schneeberg
Kenne deine Monster, Berlin

Ulrike Schneeberg, PhD, is a certified systemic trainer and business coach (Professional Certified Coach with the International Coaching Federation) with a focus on compassionate and honest communication to improve (self-) leadership in research systems.
She holds a PhD in American Literature (Humboldt Universität Berlin) and has five years of international academic experience: France (Sorbonne), UK (University of Cambridge) and Canada (Université de Montréal).

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Organizational Information

Language / Format	English / On campus
Target group	Doctoral Candidates at all stages and Postdocs from all faculties
Date	Monday, 15 May 2023, 9:00 – 16:30 Tuesday, 16 May 2023, 9:00 – 13:30
Registration	**For registration click here**