

Framework	Framework for Personal Enhancement for Wellbeing
Responsible Person	Caroline Hargreaves
Year	2017-18
Rationale	<p>Drivers behind this framework, relevant QAA, UKGOC, Research Councils, industry, National and international bodies are increasingly interested in measuring and monitoring student and adult wellbeing e.g.: OECD, 2016; CIPD, 2016; UKCGE, 2016 HEA 2016.</p> <ul style="list-style-type: none"> • Surveys of Master’s and Doctoral students all indicate a need for enhancing the postgraduate Community and monitoring wellbeing e.g.: National PTES & PRES and Imperial College Well-being Survey, Doctoral Alumni Survey, World class Supervision Project. • Imperial College London policy <p>Overall learning outcomes (ILO) By participating fully in these courses and following up on materials and links you will be better able to:</p> <ul style="list-style-type: none"> • recognise your skills, abilities and attributes • evaluate how best to convey these to others • apply strategies to enhance your motivation and self-esteem • identify resources and sources of support <p>This can assist in building motivation and self-esteem and developing appropriate professional skills. Some of the courses will assist in promoting the mental health and wellbeing of postgraduate students and provide clear signposting where relevant.</p>
Courses	<p>Doctoral level</p> <ul style="list-style-type: none"> • Coaching (targeted individual coaching to assist researchers to identify their own priorities and actions) • 1-1s (targeted individual support for doctoral researchers) • Wellbeing online course and webinar (tailored for doctoral researchers understand recent research and identify resources) • FUMO: Self Awareness (researchers identify their skills and abilities and their relevance to future roles) <p>Understanding Yourself and Others:</p> <ul style="list-style-type: none"> • Introduction to MBTI (appreciation of behaviour, our own and that of others, can improve communication) • Introduction to Clifton Strengths Finder (recognising our strengths can assist us to work better and communicate better with others) • Recognise Stress and Coping Strategies (recognising our stress can support us to devise strategies to cope) • Building your Resilience (recognising factors that enhance or diminish

	<p>resilience can enable us to develop it and support others)</p> <p>Successful Interactions:</p> <ul style="list-style-type: none"> • Understanding and Developing Assertiveness (recognising the impact of our behaviour can enhance appropriate communication styles) • Negotiation for Progressing your PhD (appreciate different styles of negotiation to assess opportunities and contexts where these may be appropriate) <p>Implicit:</p> <ul style="list-style-type: none"> • Maximising Management Skills: Becoming an Effective Researcher • Global retreats: Team and Communication and Impact • Ask the Doctor Webinar <p>Master's level</p> <p>Understanding Yourself and Others:</p> <ul style="list-style-type: none"> • Interpersonal Skills (identifying styles of communication to adapt to act appropriately when working with others) • Introduction to Myers Briggs (reviewing the MBTI framework and appraising your profile can assist communication skills) • Stress Management (recognising stress indicators can assist us to build and implement a stress management plan) • Negotiation Skills (recognise approaches to negotiation to apply appropriate strategies) <p>Implicit:</p> <ul style="list-style-type: none"> • Roles and Responsibilities in teams • Time Management
Comment	<p>Internal collaborators: EDU, CfAE, Counselling Dept, Careers Service, GSU, Postdoc Development Centre, Student Union</p> <p>External Input: alumni; professional bodies e.g. Royal Society of Chemistry</p> <p>Strategy external drivers: NSS, PRES, QAA, TEF REF external advisory board</p>
References	<p>Relevant References which provide evidence for approach</p> <p>CIPD (2016) https://www.cipd.co.uk/knowledge/culture/well-being-11/2016</p> <p>Hargreaves, <i>et. al.</i>, (2017) http://www.imperial.ac.uk/media/imperial-college/study/graduate-school/public/well-being/Wellbeing-for-GS.pdf</p> <p>OECD (2016) Measuring Well-being and Progress: Well-being Research http://www.oecd.org/statistics/measuring-well-being-and-progress.htm accessed 02/2016</p> <p>UKCGE (2015) UK Council for Graduate Education, Mental Health and Wellbeing workshop, http://www.ukcge.ac.uk/article/mental-health-and-wellbeing-workshop-places-limited-268.aspx</p>