## Framework for Personal Enhancement for Wellbeing

**Framework**

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<tr>
<th><strong>Responsible Person</strong></th>
<th>Caroline Hargreaves</th>
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<td><strong>Year</strong></td>
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### Rationale

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.

- 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

**Overall learning outcomes (ILO)** By participating fully in these courses and following up on materials and links you will be better able to:

- 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

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.

### Courses

#### Doctoral level

- 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)

**Understanding Yourself and Others:**

- 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 resilience)
resilience can enable us to develop it and support others.

**Successful Interactions:**
- 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)

**Implicit:**
- Maximising Management Skills: Becoming an Effective Researcher
- Global retreats: Team and Communication and Impact
- Ask the Doctor Webinar

**Master's level**

**Understanding Yourself and Others:**
- 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)

**Implicit:**
- Roles and Responsibilities in teams
- Time Management

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<td>Internal collaborators: EDU, CfAE, Counselling Dept, Careers Service, GSU, Postdoc Development Centre, Student Union</td>
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<td>External Input: alumni; professional bodies e.g. Royal Society of Chemistry</td>
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<td>Strategy external drivers: NSS, PRES, QAA, TEF REF external advisory board</td>
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<td>Relevant References which provide evidence for approach</td>
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<tr>
<td>CIPD (2016) [<a href="https://www.cipd.co.uk/knowledge/culture/well-being">https://www.cipd.co.uk/knowledge/culture/well-being</a> 11/2016](<a href="https://www.cipd.co.uk/knowledge/culture/well-being">https://www.cipd.co.uk/knowledge/culture/well-being</a> 11/2016)</td>
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<td>Hargreaves, et. al., (2017) <a href="http://www.imperial.ac.uk/media/imperial-college/study/graduate-school/public/well-being/Wellbeing-for-GS.pdf">http://www.imperial.ac.uk/media/imperial-college/study/graduate-school/public/well-being/Wellbeing-for-GS.pdf</a></td>
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