



Coaching for researchers

INTRODUCTION

Coaching for researchers offers a remarkable possibility, in a group of peers, to deepen your understanding of your work community, and yourself as a researcher. The process helps you to enhance your team spirit, and simultaneously strengthen your individual identity as a member of the group.

At the beginning of the coaching process, the group sets more detailed goals for the joint process on the basis of the participants' needs and objectives. It is possible to elaborate, for example, the norms and habits that guide the everyday life of the team and, thus, evaluate and improve, if needed, those sometimes "invisible rules". The group members can also share experiences and feelings about different kinds of, and sometimes conflicting, demands and expectations laid upon their expertise as scientists, on one hand, and as private people in their private roles, on the other. The aim is to find a way to maintain a balance, and a clear view on one's priorities, that is, value system. During the coaching process it is also possible to deal with such issues as writing difficulties, techniques of time management, and self-management in general, in order to maintain, or enhance, the sense of self-efficacy, and good self-esteem.

The group (usually 6-8 participants) meets approximately once a month or more often 1,5 hours in one go, for six to twelve months, or longer. The schedule is created together in order to best serve the aims of the group.

The coach is Maaret Wager, docent in social psychology, professional coach and instructor. Dr Wager has about twenty years experience in academia working as a researcher and teacher at the University of Helsinki. Her research topics deal with academic identities and research work. Dr Wager has her own business and she works as a coach and work-councillor in universities, as well as in many other organisations varying from small businesses to large social organizations.



Maaret Wager