



LEEDS
BECKETT
UNIVERSITY

EXAMPLE QUESTIONS FOR PDR DISCUSSIONS

For reviewers of research- active colleagues

The questions below are a starting point to encourage meaningful conversations focused on the colleague's career planning and development. They are designed to be selected and adapted to suit the individual and their circumstances.

There are also example questions in 'Resources for Reviewers' which supplement this document and focus on wider elements of the PDR discussion, including wellbeing.

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1. QUESTIONS FOR COLLEAGUES WHO ARE NEW TO RESEARCH AT LEEDS BECKETT

- How clear are you on your role and responsibilities?
- How is your induction going so far?
- Tell me more about your research plans.
- What do you want to get out of this experience as a researcher at Leeds Beckett University?
- How are you approaching your career planning?
- What research development opportunities have you explored so far?
- How are you engaging with learning and development opportunities here?

2. QUESTIONS FOR COLLEAGUES WHO ARE LOOKING TO PROGRESS

- How have you approached reviewing your research work?
- How do you take stock of your proGress?
- How do you seek feedback?
- Tell me about your approach to writing publications, submitting to journals and/or attending conferences.
- Would you like to discuss your publication strategy for this REF cycle?
- Tell me about how you maximise the impact of your research.
- What opportunities are there to get involved in knowledge exchange, commercialisation or public engagement activities?
- How does your research link to the research strategy?
- How does your research support the University strategy?
- How are you approaching your career planning?
- How regularly are you reviewing your skills development? Would you like to set some further development goals?
- What funding opportunities have you explored? Would it be helpful to discuss this further?
- How are you engaging with learning and development opportunities?
- How are you maintaining and developing your networks? How useful are your networks?
- What opportunities have you considered for expanding your role? (e.g., writing grant applications, joining committees, teaching duties).
- Tell me about the peer-review and supporting development have you been involved in. (e.g., colleagues' funding proposals, mentoring, research practices, draft research outputs?)
- What opportunities are there for you to mentor other research active colleagues?

3. QUESTIONS FOR COLLEAGUES ON FIXED-TERM CONTRACTS

- Are you interested in the possibility of ongoing work or redeployment? What steps have you taken to explore this?
- How have you contributed to planning the continuation of your work?
- What support do you need relating to the ending of your fixed-term contract?
- How are you taking active steps to secure your next role, including looking beyond academia?
- How have you explored the careers advice and resources available to you?