



Institution:
 Nationality:
 Gender:
 Year of PhD studies:
 Have you attended previous EMPSEB meetings?

HOW DID YOU ARRIVE AT YOUR CURRENT CAREER DECISION? *Select all that apply*

- Internet
- Careers publications
- Careers training/seminar
- Advice from supervisor/adviser
- Advice from colleagues
- Advice from researchers in the same job
- Observing my supervisor/PI
- My own internet research on the topic
- I don't know
- Others (please specify):

WHICH OF THESE SECTORS WOULD YOU MOST LIKE TO WORK IN? *Select all that apply*

- Academia
- Industry
- Medical
- Government
- Non-profit
- Don't know
- Other (please specify):

WHAT ARE YOU MOST CONCERNED ABOUT SINCE STARTING YOUR PHD? *Select all that apply*

- Maintaining work–life balance
- Career path
- Financial issues
- Funding difficulties
- Number of research jobs available
- Uncertainty about value of PhD
- The high number of students with multiple postdocs
- Mental health
- Political landscape
- Impostor syndrome
- Other

HOW WOULD YOU RATE YOUR CURRENT INTEREST IN YOUR WORK?

- Very interested
- Quite interested
- Not very interested
- Not at all interested
- I don't know

HOW SATISFIED ARE YOU IN YOUR CURRENT JOB?

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied
- N/A

SINCE STARTING YOUR PHD, WHICH OF THE FOLLOWING FACTORS HAS SURPRISED YOU? *Select all that apply*

- Funding difficulties
- Number of faculty jobs
- The need to complete multiple postdocs
- Work–life balance
- Other (please specify):

HOW SATISFIED ARE YOU WITH THE FOLLOWING?

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	N/A
PhD overall						
Degree of independence						
Ability to present research at conferences						
Guidance from adviser in lab						
General guidance received from adviser						
Recognition from adviser						
Teaching duties						
Funding availability						
Vacation time						
Hours worked						
Stipend						
Number of publications						
Career guidance						

IN THE PAST YEAR, WOULD YOU SAY YOUR LEVEL OF SATISFACTION HAS:

- Significantly worsened Stayed the same Improved a little
 Worsened a Little Improved greatly

HOW DO THE FOLLOWING AFFECT YOUR JOB SATISFACTION?

	Negatively	Neutral	Positively	N/A
Feeling safe in the work environment				
The work itself				
Autonomy and independence				
Work–life balance				
Compensation and pay				
Availability of money				
Career-advancement opportunities				

WHAT HAVE YOU GIVEN UP OR GAINED BY CHOOSING A CAREER IN SCIENCE?

	Sacrificed	Gained	N/A
Interesting work			
Sense of accomplishment			
Job security			
Interpersonal relationships			
Work–life balance			
Options for where to live			
Good salary			

DOES YOUR INSTITUTION HAVE CAREERS ADVISORY SERVICES FOR STUDENTS PURSUING SCIENCE PHDS?

- Yes, and their resources have been useful No
 Yes, but I haven’t had any contact with them I don’t know
 Yes, but their resources have not been useful

WHAT IS YOUR OPINION ON THE FOLLOWING STATEMENTS ABOUT YOUR CURRENT SUPERVISOR AND THEIR CAREERS ADVICE? *Select all that apply*

- He or she is open to me pursuing a career beyond academia He or she encourages me to attend career-promoting events He or she has useful advice for careers beyond academia

TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS REGARDING YOUR CURRENT SUPERVISOR?

	Strongly disagree	Disagree	Agree	Strongly agree	N/A
Contact potential employers on my behalf					
Provided useful advice for careers outside academia					
Encouraged me to attend career training and events					
Conversation about my career are useful					
Open to me a career outside academia					
Conversation about my career are frank					

HAVE YOU EVER SOUGHT HELP FOR ANXIETY OR DEPRESSION CAUSED BY PHD STUDY?

- Yes No Rather not say

DID YOU SEEK HELP FOR ANXIETY OR DEPRESSION WITHIN YOUR INSTITUTION?

- Yes, it was helpful I wanted to, but there was none available
 No, I sought help elsewhere Other
 Yes, but I didn’t feel supported Rather not say
 I didn’t seek help

WHAT IS THE BIGGEST CHALLENGE FOR YOUR CAREER PROGRESSION? *Select all that apply*

- Competition for funding
- Lack of appropriate networks and connections
- Unwillingness or inability to sacrifice personal time or time with family
- Other
- Unwillingness/inability to relocate
- Lack of relevant skills
- Discrimination

HOW LIKELY ARE YOU TO PURSUE AN ACADEMIC CAREER AFTER YOU FINISH YOUR PROGRAMME?

- I don't
- Not at all likely
- Not very likely
- Likely
- Very likely

ARE YOU NOW MORE OR LESS LIKELY TO PURSUE A RESEARCH CAREER THAN BEFORE YOU STARTED YOUR PROGRAMME?

- Don't know
- More likely
- Less likely
- No change

WHICH, IF ANY, OF THE FOLLOWING ARE REASONS THAT YOU FEEL LESS LIKELY TO FOLLOW A RESEARCH CAREER THAN YOU DID WHEN YOU STARTED YOUR PHD?

- I have become less interested in the type of work involved in a traditional research career
- I think that traditional research careers are too competitive
- I have become more interested in an alternative career
- I have become less interested in my area of specialism
- Other

WHICH, IF ANY, OF THE FOLLOWING ARE REASONS FOR YOUR INCREASED INTEREST IN FOLLOWING A RESEARCH CAREER?

- I have become more interested in my area of specialism
- I have become more aware of the future career opportunities
- The available funding in my chosen area has increased
- The support of a mentor has fuelled my interest in a traditional career
- I have identified a specific research group that I would like to work with
- Other

HOW LONG DO YOU THINK IT WILL TAKE TO FIND A PERMANENT JOB?

- 0-3 years
- 3-6 years
- More than 6 year

DO YOU SEE YOUR JOB PROSPECTS AS BETTER OR WORSE THAN FOR PAST GENERATIONS OF SCIENTISTS?

- Better
- Worse
- N/A

WHAT IS YOUR CURRENT SALARY?

- Up to 20,000 EUR
- 20,000–40,000 EUR
- Above 40,000 EUR
- N/A

KNOWING EVERYTHING THAT YOU KNOW NOW, WHAT ADVICE WOULD YOU GIVE OTHERS ENTERING OR IN THE EARLY YEARS OF GRADUATE SCHOOL?

- Know yourself and know what doctoral study entails
- Investigate the program thoroughly
- Understand the job market
- Understand and get funding
- Select your advisor carefully
- Take time off between undergraduate and PhD studies
- Other (please specify):

HOW DO YOU LEARN ABOUT CAREER OPPORTUNITIES BEYOND ACADEMIA? *Select all that apply*

- Blogs and other online resources
- People in my department
- Workshops and resources provided by my institution
- A professional society
- Cold-calling
- Other (please specify):

WHAT ARE THE MAIN TOPICS IN YOUR PH.D.? *Select all that apply*

- | | | |
|---|---|---|
| <input type="checkbox"/> Biogeography | <input type="checkbox"/> Experimental evolution | <input type="checkbox"/> Paleontology |
| <input type="checkbox"/> Bioinformatics | <input type="checkbox"/> Functional morphology | <input type="checkbox"/> Phenotypic plasticity |
| <input type="checkbox"/> Comparative methods | <input type="checkbox"/> Human evolution | <input type="checkbox"/> Philosophy of science |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Human genetics | <input type="checkbox"/> Population genetics |
| <input type="checkbox"/> Ecology | <input type="checkbox"/> Mathematical modelling | <input type="checkbox"/> Speciation |
| <input type="checkbox"/> Evolutionary developmental biology | <input type="checkbox"/> Molecular evolution | <input type="checkbox"/> Statistics |
| <input type="checkbox"/> Evolutionary medicine | <input type="checkbox"/> Molecular genetics | <input type="checkbox"/> Systematics |
| <input type="checkbox"/> Evolutionary theory | <input type="checkbox"/> Morphometrics | <input type="checkbox"/> Viruses |
| | <input type="checkbox"/> Neurobiology | <input type="checkbox"/> Others (please specify): |

WHICH OF THESE DISCIPLINES WOULD YOU MOST LIKE TO WORK IN DURING YOUR FUTURE CAREER? *Select all that apply*

- | | | |
|---|---|---|
| <input type="checkbox"/> Biogeography | <input type="checkbox"/> Experimental evolution | <input type="checkbox"/> Paleontology |
| <input type="checkbox"/> Bioinformatics | <input type="checkbox"/> Functional morphology | <input type="checkbox"/> Phenotypic plasticity |
| <input type="checkbox"/> Comparative methods | <input type="checkbox"/> Human evolution | <input type="checkbox"/> Philosophy of science |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Human genetics | <input type="checkbox"/> Population genetics |
| <input type="checkbox"/> Ecology | <input type="checkbox"/> Mathematical modelling | <input type="checkbox"/> Speciation |
| <input type="checkbox"/> Evolutionary developmental biology | <input type="checkbox"/> Molecular evolution | <input type="checkbox"/> Statistics |
| <input type="checkbox"/> Evolutionary medicine | <input type="checkbox"/> Molecular genetics | <input type="checkbox"/> Systematics |
| <input type="checkbox"/> Evolutionary theory | <input type="checkbox"/> Morphometrics | <input type="checkbox"/> Viruses |
| | <input type="checkbox"/> Neurobiology | <input type="checkbox"/> Others (please specify): |

WHAT FIELD DO YOU THINK WILL BE THE MOST SUCCESSFUL IN THE NEXT FEW YEARS IN RELATION TO EVOLUTIONARY BIOLOGY? *Select all that apply*

→WHY? :

- | | | |
|---|---|---|
| <input type="checkbox"/> Biogeography | <input type="checkbox"/> Experimental evolution | <input type="checkbox"/> Paleontology |
| <input type="checkbox"/> Bioinformatics | <input type="checkbox"/> Functional morphology | <input type="checkbox"/> Phenotypic plasticity |
| <input type="checkbox"/> Comparative methods | <input type="checkbox"/> Human evolution | <input type="checkbox"/> Philosophy of science |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Human genetics | <input type="checkbox"/> Population genetics |
| <input type="checkbox"/> Ecology | <input type="checkbox"/> Mathematical modelling | <input type="checkbox"/> Speciation |
| <input type="checkbox"/> Evolutionary developmental biology | <input type="checkbox"/> Molecular evolution | <input type="checkbox"/> Statistics |
| <input type="checkbox"/> Evolutionary medicine | <input type="checkbox"/> Molecular genetics | <input type="checkbox"/> Systematics |
| <input type="checkbox"/> Evolutionary theory | <input type="checkbox"/> Morphometrics | <input type="checkbox"/> Viruses |
| | <input type="checkbox"/> Neurobiology | <input type="checkbox"/> Others (please specify): |

WHAT FIELD DO YOU THINK IS LESS SUCCESSFUL IN THE NEXT FEW YEARS IN RELATION TO EVOLUTIONARY BIOLOGY? *Select all that apply*

→WHY? :

- | | | |
|---|---|---|
| <input type="checkbox"/> Biogeography | <input type="checkbox"/> Experimental evolution | <input type="checkbox"/> Paleontology |
| <input type="checkbox"/> Bioinformatics | <input type="checkbox"/> Functional morphology | <input type="checkbox"/> Phenotypic plasticity |
| <input type="checkbox"/> Comparative methods | <input type="checkbox"/> Human evolution | <input type="checkbox"/> Philosophy of science |
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| <input type="checkbox"/> Evolutionary medicine | <input type="checkbox"/> Molecular genetics | <input type="checkbox"/> Systematics |
| <input type="checkbox"/> Evolutionary theory | <input type="checkbox"/> Morphometrics | <input type="checkbox"/> Viruses |
| | <input type="checkbox"/> Neurobiology | <input type="checkbox"/> Others (please specify): |

WHAT ARE YOU LEARNING DURING YOUR PH.D.? *Select all that apply*

- Population genetics
- Genomics (assembly, sequence analyses, variant calling, etc.)
- Transcriptomics (assembly, sequence analyses, gene expression analyses, etc.)
- Phylogenetic reconstructions
- Environmental DNA (Barcoding, metabarcoding, etc.)
- Lab skills (DNA extraction, RNA extraction, PCR, RT-PCR, etc.)
- Field skills (Sampling techniques, preserving techniques, observation techniques, etc.)
- Computer programming and scripting (R, Matlab, C / C++, Perl, bash, shell, Python)
- Strong theoretical knowledge (natural history from your study system)
- Taxonomy and systematics
- Network analyses
- Database management
- Comparative methods analyses
- Handling multiple OS (Mac / Linux / Windows)
- Writing skills
- Oral and communication skills
- Teaching skills
- Other (please specify):

WHAT SKILLS WOULD YOU LIKE TO IMPROVE DURING YOUR PH.D.? *Select all that apply*

- Population genetics
- Genomics (assembly, sequence analyses, variant calling, etc.)
- Transcriptomics (assembly, sequence analyses, gene expression analyses, etc.)
- Phylogenetic reconstructions
- Environmental DNA (Barcoding, metabarcoding, etc.)
- Lab skills (DNA extraction, RNA extraction, PCR, RT-PCR, etc.)
- Field skills (Sampling techniques, preserving techniques, observation techniques, etc.)
- Computer programming and scripting (R, Matlab, C / C++, Perl, bash, shell, Python)
- Strong theoretical knowledge (Natural history from your study system)
- Taxonomy and systematics
- Network analyses
- Database management
- Comparative methods analyses
- Handling multiple OS (Mac / Linux / Windows)
- Writing skills
- Oral and communication skills
- Teaching skills
- Other (please specify):

WHAT SKILLS YOU CONSIDERED WOULD BE IMPORTANT TO ACHIEVE A POSTDOCTORAL POSITION? *Select all that apply*

- Population genetics
- Genomics (assembly, sequence analyses, variant calling, etc.)
- Transcriptomics (assembly, sequence analyses, gene expression analyses, etc.)
- Phylogenetic reconstructions
- Environmental DNA (Barcoding, metabarcoding, etc.)
- Lab skills (DNA extraction, RNA extraction, PCR, RT-PCR, etc.)
- Field skills (Sampling techniques, preserving techniques, observation techniques, etc.)
- Computer programming and scripting (R, Matlab, C / C++, Perl, bash, shell, Python)
- Strong theoretical knowledge (Natural history from your study system)
- Taxonomy and systematics
- Network analyses
- Database management
- Comparative methods analyses
- Handling multiple OS (Mac / Linux / Windows)
- Writing skills
- Oral and communication skills
- Teaching skills
- Other (please specify):

WITH YOUR SKILLS, HOW DO YOU SEE YOUR EXPECTATIONS ABOUT ACHIEVING A RESEARCH POSITION IN THE FUTURE?

- Very difficult
- Difficult
- Normal
- Easy
- Very easy

WOULD YOU LIKE TO COLLABORATE DURING YOUR PH.D. WITH ANOTHER RESEARCH TEAMS IN ORDER TO IMPROVE SOME SKILLS?

- Yes
- No