



MAX-PLANCK-GESELLSCHAFT

Career Steps OPPORTUNITIES

ROAD SHOW

Equal Opportunities 2017: How Feminism Makes (Scientific) Culture More Awesome

Does only quality matter in science or are there other factors for a successful career, like being mobile, self-confident, adaptable, always available? How important are gender stereotypes for the perception of such skills? How do they influence scientific evaluation and personnel selection? How equal are opportunities for men and women in science and what would be necessary to reach equal opportunities?

Key-Note: Stefanie Lohaus, editor of Missy Magazine

WORKSHOPS

WORK LIFE BALANCE

How to Combine Job and Family Care within the MPG

Interview and discussion with Max Planck Directors and research group leaders on the challenge of reconciling a scientific career and family care and the tools to enable a better work-life balance for employees within the MPG.

Lead: Dr. Ulla Weber, Central Gender Equality Officer of the MPG

How to not feel guilty being a working mum or dad

Working parents often feel guilty. Because they do not have enough time for their children, they do not stay as long at the workplace as others, they have to stay at home because of their kids being ill... Find out what mind-set feeds your feeling of guiltiness and ways to change it.

Lead: Dagmar Terbeznik, Coach

How to be a cooperative dual career couple

About 60 % of couples want a cooperative work-life-agreement but only 14 % live it. Why is it so hard to live what you want? What is possible to do and what is necessary to accept to live the life and relationship you want to live. Communication is the key for good relationships and the more stress every-day-life brings, the more important communication gets. Find some inspirations for living a cooperative dual-career-partnership.

Lead: Dagmar Terbeznik, Coach

SCIENCE CAREER

How to promote yourself and boost your career: develop your elevator pitch

In order to advance in your science career, you have to present yourself and your projects to others all the time. But how do you really catch their attention and make decision makers want to follow up with you? This workshop gives you the opportunity to develop your personal "elevator pitch" – a short self-marketing statement you can give during an elevator ride.

Lead: Kathrin Mahler Walther, Managing Director of EAF Berlin. Diversity in Leadership

April 6th: *Dr. Katharina Schiederig, Trainer and Founder of DigiSitter*

How to plan an academic career – relevant factors, risks and strategies

Science careers sometimes seem to be more luck than strategy. But there are some specific factors and risks Postdocs can take into account to build up their own career development plan.

In this workshop we will talk about factors like publications, third party funds, networks, gender bias, the academic labour market, and more. You will learn what is really necessary for your career and how you could address these challenges by structuring your Postdoc and by using your competencies.

Lead: Dr. Matthias Schwarzkopf, Coach

How to discover and develop your competencies

Careers in science or the industry demand a lot of different personal and job related competencies. However, identifying and naming one's own competencies is not so easy, as your strongest skills are often those you use every day without thinking about them. In this workshop you will get some ideas how to discover your competencies. You will learn which personal competencies are helpful for (science) careers and how you could develop them.

Lead: Dr. Matthias Schwarzkopf, Coach

GENDER AWARENESS

Gender Equality in European Public Research and Academia

Gender equality, gender balance, and the integration of the gender dimension are core objectives of the EU Strategy for Research & Innovation. The workshop will provide an overview of current data, policies, research findings and strategies. In addition, participants are invited to exchange their knowledge and experiences.

Lead: Dr. iur. Nina Steinweg, senior researcher, GESIS - Leibniz-Institute for the Social Sciences, Center of Excellence Women and Science CEWS

Equal opportunities and Career Development in the Max Planck Society

The Max Planck Society strives for equal access for scientific talents of all backgrounds. Among other activities in this scope, a survey among more than 1,000 young researchers and interviews with decision makers and stakeholders on equal opportunities of female and male researchers have been conducted. In the workshop the results of this study will be presented and discussed.

Lead: Vivien Iffländer, researcher, Fraunhofer Center for Responsible Research and Innovation (CeRRI)

My Personal Gender Map

Different social conceptions of attitudes, competences, and roles of various genders have an impact on professional life, evaluation and the selection of personnel. That also holds true for science. Gender stereotypes influence the performance and behavior of candidates and young scientific talents as well. Against this background it might be useful to take a look on your own gendered conceptions and expectations.

Lead: Dr. Ulla Weber, Central Gender Equality Officer of the MPG