**Exit Survey Results 2019-2022 SIMS**

 Heidi Lempp & Susan John

 October 2022

**14 responses**

**1.2 What did you enjoy most about your job** (prepopulated answers and additional ones by respondents)

|  |
| --- |
| * Interesting work, Teamwork / good working relationships with colleagues, Opportunities for career

progression within King's, gaining experience so I could progress my career after King's, receiving development opportunities (e.g., mentoring, training) to do my job well |
| * Interesting work, balanced workload, Teamwork / good working relationships with colleagues, Salary,

 Gaining experience so I could progress my career after King's, Life / work balance |
| * Teamwork / good working relationships with colleagues, Salary, Life / work balance
 |
| * Teamwork / good working relationships with colleagues, Salary, Gaining experience so I could progress

my career after King's |
| * Interesting work, balanced workload, Teamwork / good working relationships with colleagues,

Opportunities to show initiative, Salary, feeling I have accomplished something worthwhile, gaining experience so I could progress my career after King's, Life / work balance |
| * Opportunities for career progression within King's, Life / work balance
 |
| * Interesting work, Teamwork / good working relationships with colleagues, Salary, gaining experience

so, I could progress my career after King's |
| * Interesting work, Teamwork / good working relationships with colleagues, Feeling I have accomplished

something worthwhile, gaining experience so I could progress my career after King's, Life / work balance |
| * Interesting work, opportunities to show initiative, feeling I have accomplished something worthwhile,

Opportunities for career progression within King's |
| * Interesting work, Balanced workload, Teamwork / good working relationships with colleagues,
* Opportunities to show initiative, Salary, Feeling I have accomplished something worthwhile,

Opportunities for career progression within King's, Gaining experience so I could progress my career after King's, Receiving development opportunities (e.g., mentoring, training) to do my job well, Life / work balance |
| * Opportunities to show initiative, Salary, Gaining experience so I could progress my career after King's,

Receiving development opportunities (e.g., mentoring, training) to do my job well, Life / work balance |
| * Interesting work, Salary
 |
| * Interesting work, Gaining experience so I could progress my career after King's
 |

Yes =1 (blue) , partly = 2 (orange), no response =3 (grey)

**1.4 What expectations did you have for your career and for your future in this post**

|  |
| --- |
| * The research experience would benefit my future career
 |
| * To gain lab experience and learn skills that can set me up for my future PhD
 |
| * As a post-doctoral researcher, I expected to present my work externally, and to be encouraged

to manage students and research assistants, and to have discussions regarding career progression |
| * n/a
 |
| * I hoped to gain experience that would help me progress down a career in academia
 |
| * I wanted to remain in this post for the duration of the contract before applying for further funding

to continue here. I thought there would be opportunity to learn new techniques and progress my career as well as teaching other more junior members. |

**1.5. In what ways have these expectations been met or not met?**

|  |
| --- |
| * I learned how to start a project here. The experience met my expectations
 |
| * They have been met and I feel ready to do my PhD
 |
| * None of the above happened during my 5 years here (1 year was maternity leave)
 |
| * n/a
 |
| * yes, they were met as I learnt new laboratory skills and techniques
 |
| * I made the choice that a career in academia was not the right one for me
 |
| * I chose to leave before the end of my contract, so I do not know whether I would have been offered

 an extension to my contract or not |
| * My expectations have been exceeded owing to my boss, being an outstanding

supervisor and mentor, who has given excellent guidance and allowed a lot of freedom for me to take on significant responsibility. She has allowed me to give input to her team's research directions and been exceptionally generous in helping me get experience with as many collaborators as possible  |
| * I have not been allowed to develop my skills and knowledge; the training provided here has

 been extremely poor. I have been alone in a lab away from other group members meaning I've not been taught any new skills or had any opportunity to progress my skills, knowledge,and understanding.  |

**2.1 The principal reason/s for leaving my job at King's** (prepopulated answers and additional ones by respondents)

|  |
| --- |
| * Termination of fixed-term contract
 |
| * Another job (promotion) in my field, to further my education, I am leaving the area
 |
| * To work in a different field / change my career, setting up a business / self-employed, To further my education, Redundancy
 |
| * Another job (lateral) in my field, I am leaving the area, not happy in the position anymore.
 |
| * To work in a different field / change my career
 |
| * To work in a different field / change my career
 |
| * Another job (promotion) in my field, to further my education
 |
| * To work in a different field / change my career
 |
| * Another job (promotion) in my field
 |
| * Another job (lateral) in my field, I've been really disappointed with the training and general set up of things at King's. The attitude and expectations of my manager were not realistic, and I feel this relationship is what has meant that I cannot continue in this role
 |
| * I am leaving the area
* My baby requires full-time care
 |

**2.2**. **Factors which played a role in my decision to leave King’s** (prepopulated answers and additional ones by respondents)

|  |
| --- |
| * Location of workplace (e.g., it takes too long to travel to work, travel costs), Job content,

Desired a role where I can make better use of my skills and abilities* Seeking an environment with more opportunities for career progression;
 |
| * Location of workplace (e.g., it takes too long to travel to work, travel costs), Job content: seeking better

working conditions / environment, Little or no feedback on my performance, Poor relationship with manager / supervisor |
| * Seeking an environment with more opportunities for career progression
 |
| * Seeking an environment with more opportunities for career progression. Too much pressure,

Poor relationship with manager / supervisor |
| * Location of workplace (e.g., it takes too long to travel to work, travel costs), Desired a role where

I can make better use of my skills and abilities, seeking more opportunities to work flexibly |
| * Location of workplace (e.g., it takes too long to travel to work, travel costs),

to improve my job security, seeking better working conditions, poor relationship with manager / supervisor, Management of university/Faculty/Division/Area |
| * Seeking an environment with more opportunities for career progression. Too much pressure, Seeking

better working conditions/environment |
| * Job content, desired a role where I can make better use of my skills and abilities, To improve

my job security |
| * Seeking an environment with more opportunities for career progression / job prospects, Job content
 |
| * Seeking an environment with more opportunities for career progression / job prospects,

Management of university / Faculty / Division / Area |
| * Seeking an environment with more opportunities for career progression; desired a role where I can

make better use of my skills and abilities, Seeking better working conditions. Work colleagues, Little or no feedback on my performance, Poor relationship with manager / supervisor, Management of university/Faculty / Division / Area |
| * Seeking an environment with more opportunities for career progression / job prospects, Seeking

different working hours (e.g., currently part-time and want to work full-time), To improve my pay and/or benefits, bonus/performance related pay **2.3 If you have been offered another job, please indicate which benefits have been offered.** |

 N/A

**3.3 Are there any additional comments you would like to include concerning your overall work experience at King’s, your reason(s) for leaving or your future plans?**

|  |
| --- |
| * Supervisors need training to engage with their team, set aside time to meet with their employees, help to develop them professionally, and discuss career plans with them.
 |
| * no
 |
| * Better guidance needs to be given to new Principal Investigators on how to manage a team, expectations and working relationships with employees and how to maintain professional boundaries. There were situations in my employment where I felt sufficient guidance or training was not given in order to meet expected goals where the onus was left on the employee with no regard for the lack of training when expectations were not met.
 |
| * I don't think PIs have enough training in how to manage people
 |
| * My experience at King's has been enormously positive, almost exclusively owing to my supervisor, and my colleagues. Everyone has been exceptionally supportive and friendly. Had an truly outstanding supervisor and has exceeded my expectations prior to starting in every way possible; an incredibly able scientist and I have benefitted enormously from working together and supervision.
 |
| * King's has been very flexible and offers a good work life balance with opportunities to learn and a focus on staff wellbeing. I will miss all these initiatives e.g. Move Your Mind, Moves App, learning opportunities. The pay was also good compared to some other London Universities. I am moving as I have been offered a better job more in line with my career prospects outside of London.
 |