

Coaching for Female Scientists in Research Networks

Coaching as a career-enhancing measure is a recognized and established form of counselling that is becoming increasingly important, especially in academia. Therefore, in the context of DFG Guidelines, career-promoting coaching for female scientists can be funded from the equal opportunity funds of research networks.

The central point of contact at TU Darmstadt for handling coaching inquiries is the **Human Resources Development Department (POE)**. Further information on the procedure for DFG-supported research networks is presented in this information sheet.

What is Coaching?

Coaching is a counselling and advisory tool that helps individuals or teams in different professional situations to clarify their own situation, define new goals and achieve them. The counselling starts with the individual situation of the person (coachee) seeking it and involves the development of courses of action according to one's own skills and resources.

Coaching...

- is a dialogue of individual process support for a limited period of time on the topic of the coachee's professional objectives. These objectives are realistic and measurable.
- respects the person and their situation. The coaching atmosphere is characterized by mutual appreciation.
- promotes the personal responsibility and development of those who seek it.
- includes the solution and resource-oriented development of alternative solutions and courses of action with consideration of context.
- is voluntary, and its contents and results are confidential, and not subject to any hierarchic order.

The coach...

- sets impulses, reflects, corrects and is a partner at eye level.
- is responsible for process consulting and support, not for problem solving.
- is trained to coach and has professional experience.

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- is impartial.
 - clarifies the task and framework conditions of the coaching together with the coachee before the work commences.

Course

First, clarify with the person responsible for granting the DFG equal opportunity funds in your research network whether your network agrees to finance coaching.

Further process

As a coachee, you conduct an initial consultation with the Human Resources Development Department (POE) regarding your coaching needs and the main topics. This will be treated confidentially; of course, everything discussed remains between you and the POE. If you have decided that you wish to use coaching, POE will help you find a suitable coach from its coaching pool. The profiles of recommended coaches provide continued support. You will conduct a non-binding introductory interview with the coach who might be suitable for you to determine whether the two of you 'click'. This meeting will be prepared and moderated by POE.

Data protection and confidentiality

All data protection requirements are met. All coaches - and POE - are subject to confidentiality.

Remuneration

The costs of coaching for female scientists can be financed with the equal opportunity funds of the network.

Quality assurance

Before coaching commences, goals for the coaching process are delineated. These will be evaluated after the completion of coaching.

Note

The Human Resources Development Department (POE) also offers coaching for executives and free internal coaching by WiMis for WiMis.

Contact

For questions about financing options
Service Unit for Gender Consulting

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For coaching requests

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