# Promoting and impeding safe social environment

| Impeding Factors | Promoting factors |
|---|---|
| Individualistic culture | Teamwork |
| High degree of autonomy | Collaboration |
| High workload | Emphasis on time for recharging, creativity and reflection |
| Publication pressure | More diverse career paths |
| Dependance on superiors for career | Independent yearly evaluation |
| Unclear criteria for promotion | Clear criteria for promotion |
| Emphasis on success. Culture of star players | Collaboration and teamwork |
| Little supervision | More support |
| Blind Peer review | Open peer review |
| Fear of repercussions | You are allowed to make mistakes. Difficulties & mistakes are openly discussed |
| Unacceptable behaviour is sometimes tolerated or not even noticed. | Encouraging active bystanders Promoting resilience skills of researchers |
| | |
| | |
| | |