



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/transparency
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
Insecure employment	Feedback also bottom-up
Bad examples	Diversity & inclusion