



PRBB INTERVALS PROGRAMME

Report of activities in 2022

Transition, disruption and readjustment

In 2022 as the world gradually transitioned to post-pandemic mode, so the *Intervals* programme shifted from offering all courses online in the spring to a predominantly in-person offering at the year end.

We were delighted to welcome back our trainers for the creative in-person courses: [Dance your science](#), [Science of the unexpected](#) (improvisation skills), [Elevator pitch](#) and [Técnicas actorales](#), all of which work best when people are in the same room together. We also saw the return of courses where relationship building and group trust are especially important, as in [Train the trainer](#), [Difficult conversations](#) and [Effective team playing](#). We offered new courses including self-leadership for junior staff - [Self-leadership for daily challenges in science](#), tips on how to cope with the life at the coal-face as a Principal Investigator – [Navigating the research environment](#), and a course in the use of poetry to stimulate creative responses to scientific challenges – [Rhyme your research](#). We were also pleased to work with colleagues in all PRBB Centres to provide two workshops as part of the Career week: [Develop your professional self in science](#) and [Create your digital strategy](#).

Found it very refreshing to discuss with leading scientists who openly reflect on their perceived role, their impact on others and ways to improve within the boundaries of our professional system

Participant of "Navigating the research environment"

This course not only unleashed my creative potential, but most importantly it reignited my passion for science, as I was reminded how to look at science from a different perspective

Participant of "Rhyme your research"

The silver lining of the pandemic for *Intervals* has been to demonstrate indisputably that online learning can be very positive and some courses either work better online or for practical/ecological reasons are best delivered virtually. This is a win-win: participants get an opportunity for equally good learning at a much reduced cost to the planet while freeing up our budget to allow more training options.

All transitions bring disruption. So it was not really surprising that the *Intervals* team noticed differences in the way that PRBB staff responded to the offers of training during the year. Perhaps people felt less secure, more uncertain and less inclined to plan far ahead? Whatever the reason, the effect we saw was a slow, sometimes even sluggish registration rate accompanied by slightly increased no-shows and late cancellations. Although many of our courses still filled rapidly and had waiting lists, a higher proportion of courses than ever before (13% overall) had places vacant.

Satisfaction with courses was as high as ever with an average 87% overall rating for the course and 87% of participants saying they would recommend the course to a colleague. Our excellent portfolio of trainers was very much appreciated with 92% the mean score on overall rating of the trainer.

To the disruption caused by the shift from in-person to online learning and back, can also be added the effect of staff turnover during the two years of the pandemic. Many newcomers have arrived at the PRBB and are unfamiliar with the *Intervals* programme, its ethos and its aims. As the new year of 2023 starts to take shape, the *Intervals* team are especially conscious of reaching out to the community, of ensuring the *Intervals* message is clear and that the offer is as comprehensive as is possible within our remit.

Our aims as ever are to address two pinnacles: first of providing high quality professional development that bridges gaps – between disciplines, between science and humanities and between the skills a scientist needs to do science and those they need to be an effective professional. Our second pinnacle is no less important: to help build community spirit in the PRBB building, to promote ethical and responsible behaviour, and to seed strong relationships across disciplinary and Centre boundaries.

Our courses aim to develop the inner person, their relationship skills and functioning in the work environment, and their capacity to reach out into the world of science and beyond. It is an exciting agenda that is always shifting as the world around us shifts. We know places on our courses are highly coveted and that *Intervals'* learning experiences remain with participants as they move forward in their lives and careers.

Many participants tell us they feel privileged to have such a programme in the PRBB, and the *Intervals* team is as conscious as are our participants that this privilege cannot be taken for granted in an increasingly cost-conscious world. We are looking forward to rising to the challenge of sculpting the programme in the coming year to continue to achieve its objectives in our constantly changing and unpredictable world.

Thanks

The *Intervals* team would like to thank our participants and especially our trainers and collaborators during this 2022:

José Antonio Aguilar, Sergi Aranda, Joaquim Calbó, Monica Ixchel Castillo Salgado, Natalia Dave, Malte Engel, Jaume Fatjó, Reimund Fickert, Susan Frekko, Fernando Gallego, Kai Hüwelmeyer, Sam Illingworth, Gavin Lucas, Alicia Marín Muniesa, Andrés Martín Asuero, Eric May, Valerie Matarese, Pau Millet, Anna Molinet, Alexandros Nikolaou, Gabriele Picarella, Tobias Rodrigues, Iñaki Ruiz Trillo, Sonja Reiland, Louise Schubert, Anna Segarra, Ruben Ventura, Teresa Villoslada, Kate Whitfield, Roni Wright and Leo Zunda.

Elinor Thompson and Eroteida Jiménez
The *Intervals* Programme, PRBB February 2023

Selected comments

The PRBB Intervals programme provides useful content and relevant topics that help support and guide career development. Thank you!

I have attended several courses and they have been always of high quality and very well organised.

I think it is perfectly organized and you do a very good job, thank you all for this.

These courses are like treasures.

I simply want to congratulate you because all courses I attended so far were well structured and fascinating!

Keep on this way; you are doing a marvellous job with the Intervals!

Honestly, I find all courses very adequate to my career and I'd love to have the time to attend more.

In general these courses are super useful for people working in science. They give a lot of good tips and advices.

I have attended several courses and they have been always of high quality and very well organised.

I am always very happy with the Intervals programme. Many thanks!

TABLE 1 Overview of the activity

Overview of activity	
Total number of courses/workshops	43
Online	17
In-person	25
Blended	1
Number of places	515
Number of people registered	450
Number of attendees	433
Number of attendees registering but not attending	17
Number of individuals	321
Number of individuals attending more than one course	76

TABLE 2 Number of registrations, percentage of occupancy and number of attendees of each course

	# Registrations	% Take-up	# Attendees
SELF SKILLS			
Personal mastery and emotional intelligence			
Mindfulness	15	Waiting list	15
Navigating turbulent times: Time management and resilience in science	12	Waiting list	10
Navigating the research environment: Tips from an insider	7	78%	7
Search inside yourself	9	75%	9
Self-Leadership for daily challenges in science: A hands-on workshop	12	Waiting list	9
Peer mentoring	6	75%	6
Thinking creatively and critically			
Dance your science - kinaesthetics for cognitive agility	4	27%	4
La ciencia en imágenes. Un instrumento impactante para la comunicación científica	11	92%	11
Rhyme your research: using poetry to communicate your science	10	67%	10
Sharpen your reasoning skills (2 Ed.)	24	Waiting list	24
The science of the unexpected: improvisation for scientists	10	Waiting list	10
TOTAL	120		115
INTERPERSONAL SKILLS			
Cross-cultural working	7	58%	6
Difficult conversations in research: how to make them easier	12	Waiting list	12
Effective team playing in science	5	50%	5
Getting the right person for your team	10	83%	10
Leadership programme for junior women in science*	13	Waiting list	13
Project management for scientists	16	Waiting list	16
Train the trainer: becoming a dynamic facilitator	5	33%	5
TOTAL	68		67
SYSTEMS SKILLS			
Writing			
Becoming a scientific writer	21	92% / 83%	21
How to write a scientific article/ Introduction to effective biomedical writing** (4 Ed.)	54	WL / 73% (Ed4)	51
How to write a grant proposal for HE	13	Waiting list	13
Introduction to scientific publishing	9	75%	8
Speaking			
Behind the scenes (8 Ed.)	32	Waiting list	31
Communicating with confidence to the media and the public	7	Waiting list	7
Elevator pitch - the science of concise communication	12	100%	10
How to design a visually stunning scientific poster	10	83%	10
Técnicas actorales para la comunicación científica	11	Waiting list	11
10 Keys to creating great visual aids for scientific presentations	11	Waiting list	10
Careers			
Business opportunities in science and beyond	14	93%	13
Create your digital strategy to boost your career (Career week)	15	Waiting list	15
Develop your professional self in science (Career week)	20	Waiting list	18
Project zero: How to become a change agent to decarbonise science	9	75%	9
Understanding career opportunities (2 Ed.)	24	Waiting list	24
TOTAL	262		251
TOTAL	450		433

* In collaboration with MELIS-UPF

** In collaboration with CICKS programme

TABLE 3 Summary data of attendees' ratings of each aspect of *Intervals'* courses

Reaction sheet questions	% of maximum possible score weighted			
	2022	2021	2020	2008 - 2019
How would you rate this course overall?	87	87	86	85
How would you rate the relevance of this workshop to your professional development?	86	87	87	84
How well did the workshop meet your expectations?	83	83	83	83
What is your overall rating of the trainer(s)?	92	92	92	91
How would you rate the trainer's competence/experience in relation to the subject?	94	94	94	92
How would you rate the trainer's interpersonal and presentation skills?	92	91	93	90
How would you rate the relevance and usefulness of the training materials?	83	84	83	81
How would you rate the overall organisation of the workshop?	90	92	90	86

FIGURE 1 Summary of scores for all courses – how would you rate the course overall?

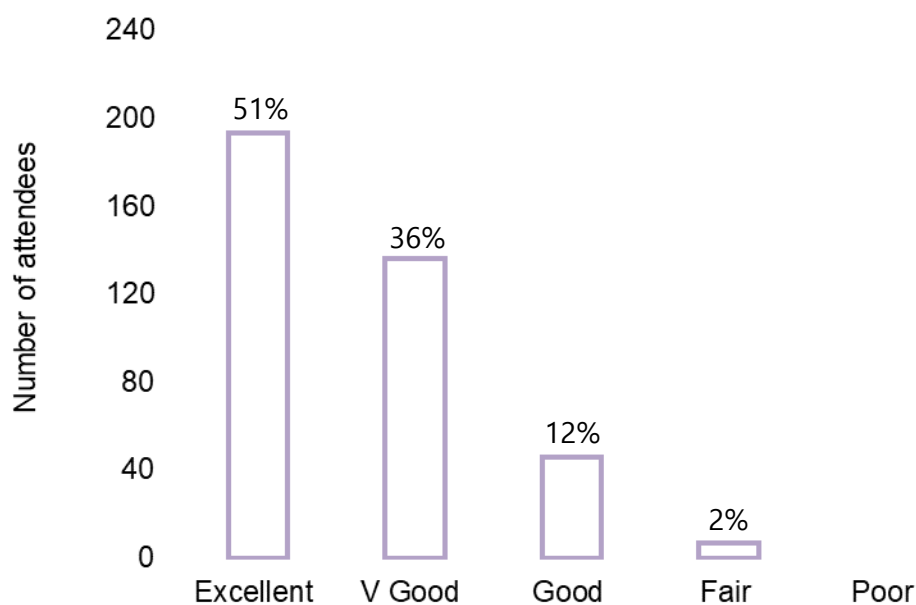


TABLE 4 Number and percentage of attendees by institution

Institutions	% PRBB residents*	2022	2021	2020	2019
CRG + CNAG	29	109 (25,2%)	123 (25,8%)	110 (27,8%)	121 (30%)
UPF (MELIS+IBE)	24	145 (33,5%)	167 (35,1%)	117 (29,5%)	125 (30,9%)
IMIM	28	64 (14,8%)	80 (16,8%)	82 (20,7%)	86 (21,3%)
ISGLOBAL	14	92 (21,2%)	97 (20,4%)	73 (18,4%)	56 (13,9%)
EMBL-Barcelona	4	14 (3,2%)	5 (1,1%)	5 (1,3%)	2 (0,5%)
Consorti PRBB	2	9 (2,1%)	4 (0,8%)	3 (0,8%)	6 (1,5%)
Other	--	--	--	6 (1,5%)	8 (2%)
TOTAL		433 (100%)	476 (100%)	396 (100%)	404 (100%)

* From PRBB 2021 demographic data

TABLE 5 Number and percentage of attendees by post

Attendees' post	2022	2021	2020	2019
Predoc	193 (45%)	239 (50%)	210 (53%)	195 (48,3%)
Postdoc	102 (24%)	114 (24%)	76 (19%)	115 (28,5%)
Senior Invstgtr	21 (5%)	27 (6%)	20 (5%)	18 (4,5%)
Clinician	6 (1%)	6 (1%)	10 (3%)	6 (1,5%)
Tech & lab staff	50 (12%)	47 (10%)	36 (9%)	29 (7,2%)
Staff scientist	11 (3%)	--	--	--
Admin & support	16 (4%)	13 (3%)	9 (2%)	16 (4%)
Management	20 (5%)	18 (4%)	14 (4%)	10 (2,5%)
Not classified	14 (3%)	12 (3%)	21 (5%)	15 (3,7%)
TOTAL	433 (100%)	476 (100%)	396 (100%)	404 (100%)

TABLE 6 Percentage women/men 2022

	Women	Men	Prefer not to say		Women	Men
Attendees to Intervals	71%	27%	1%	PRBB residents*		
Per position:				Per position:	60%	40%
Researchers				Researchers		
Predocs	69%	28%	3%	Predocs	57%	43%
Postdocs	70%	30%	0%	Postdocs	58%	42%
Senior researchers	67%	33%	0%	Pls	40%	60%
Clinicians	83%	17%	0%	Technicians	68%	32%
Staff scientists	82%	18%	0%	Admin	69%	31%
Technicians	76%	24%	0%			
Manag, Admin & Support staff	78%	22%	0%			
Not classified	73%	27%	0%			

* From 2021 PRBB demographic data

TABLE 7 Percentage women/men over the years

	2022		2021		2020	
	Women	Men	Women	Men	Women	Men
Intervals' attendees	71	27	72	26	71	29
PRBB residents	60	40	60	40	59	41

TABLE 8 Source of trainers

Source of trainers	2022	2021	2020	2019
PRBB Institutions - Senior staff	9	11	10	15
External (Spain)	14	13	11	15
External (Europe)	6	6	2	4
TOTAL	29	30	23	34