

Apprise Timeline of SHANNON

Shannon was a professional promoting social justice issues in North America. A colleague encouraged her to apply for a scholarship in Europe since it would develop her expertise. The scholarship was awarded, so she left her close-knit family intent on doing professional work in the same vein when she graduated. She joined the UK study in her third year and was 25 when she graduated. What struck us about Shannon's story was:

Work-life balance and impact of re-locating (personal) Managing work in post-PhD work and developing new skills (work experience) Wanted professional role but postponed career thinking until finished degree and work environment untenable in first post-PhD position, so sought other position (career thinking)

Year	Personal	Work experience	Career Thinking
PhD Year 3	Family, a key source of support and she kept in touch by phone and skype.	Completed field work and worked on writing thesis. Academic writing difficult; would it make a difference? Kept on due to sense of purpose to research participants. Work patterns and collegueship greatly affected by enforced office move. Enjoyed pastoral work as junior dean in her residence.	Maintained interest during degree to return to professional work. Found academic work draining and working with people energising. Postponed thinking about her next steps until the degree was finished.
PhD Year 4	With degree done, first time in 4 years she felt able to rest. Decided to seek work near her family; Worried about work burden and change of pace; dreading the move a bit.	Completed her PhD; finally felt like a colleague with her supervisors. Hoped to write papers to make a difference to the families in her study; did not succeed.	Offered one-year position as junior dean; gave her time to find a job. Wanted a job using her experience, and making a difference, ideally combining pastoral and intellectual work.
Post-PhD Year 1	Moved back in with parents; liked undemanding support. Took up a sports activities to enforce a break from work.	New job exactly suited her but struggled with workload; 'What I am going to do?' Boss a good mentor, but neither boss nor colleagues managed work-life balance. Work provided different window on research; only useful if immediate, applied, actionable results.	Offered two-year senior professional position in a large educational organization. Unlikely to stay after boss left.
Post-PhD Year 2	Still at home: comfortable and no emotional energy to find an alternative; tried another sport that was more social. Wanted to get married and have kids. Looked locally to maintain family support.	Still a high workload: working evenings and weekends; didn't want this pace. Developed new managerial and political skills and learned to multi-task effectively.	Began job-seeking for a slower-paced job working directly with families and communities. Approached by someone in her network about a possible job.
Post-PhD Year 3	Better work-life balance, so began to socialise and work with youth group. Still at home; different dynamic to when growing up.	Job a good fit personality-wise and offered positive quality of life: life and work experience give her legitimacy. Started to increase research within organisation and improve capacity of staff.	Began new four-year senior position at a small NGO working with families. Got promoted after only 6 months instead of the expected 18 to second most senior position.
Post-PhD Year 4	Had greater balance between work and rest of life; started dating a 'great guy'.	Varied role: administration, writing, giving presentations, management and consulting. Had shaped her role and brought in own interests.	Could see what needs to happen to help the organisation move forward.
Post-PhD Year 5			
What struck us	Work-life balance. Re-location.	Managing work. Developing new skills.	Wanted professional role throughout degree but postponed career thinking until finished. Work environment untenable, so sought other position.