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| **Parent code: RESEARCH OPERATIONS PRACTICES** |
| **Child codes** |
| Advance compliance through audits |
| Clarify research focus |
| Coordinate the study team |
| Design scientifically sound studies |
| Document procedures |
| Ensure sufficient training |
| Establish and follow SOPs |
| Handle data properly |
| Hold regular team meetings |
| Involve multiple researchers on projects |
| Report findings completely and accurately |
| Scrutinize data and findings |
| Share data outside the lab |
| Verify findings |
| **Parent code: RELATIONAL AND SELF-MANAGEMENT PRACTICES** |
| **Child Codes** |
| Address interpersonal conflict |
| Adopt prioritization and planning techniques |
| Cultivate a positive team environment |
| Encourage shared ownership and decision-making |
| Engage in self-care |
| Express values and expectations |
| Foster positive attitudes about compliance |
| Hire team members cautiously |
| Lead by example |
| Manage emotions and reframe thinking |
| Provide supervision and guidance |
| Recognize cross-cultural dynamics |
| Seek advice |
| Tailor approach to individual needs |
| **Parent code: OUTCOMES** (Link practices to one or more of the outcomes child codes) |
| **Child codes** |
| Rigor and reproducibility |
| Compliance |
| Good team relationships |
| Balancing professional demands |
| Doing exemplary research |
| **Parent code: ETHICAL, LEGAL, OR SOCIAL ISSUES ENCOUNTERED** |
| **Child codes** |
| Advocate for science |
| Animal Care |
| Community engagement |
| Conflicts of Interest |
| Data integrity and reproducibility |
| Environmental protections |
| Helping people/doing socially important work |
| Honest reporting of findings |
| Human cells research |
| Human subjects research ethics |
| Interpersonal relationships |
| Mentor next generation of scientists |
| Occupational safety |
| Participate in policy development |
| Plagiarism |
| Promote diversity in science |
| Steward of public funds |
| **Parent code: PROFESSIONAL PRIORITIES** |
| **Child codes** |
| Conducting collaborative research |
| Discovery and challenge |
| Engaging communities and doing socially important research |
| Ensuring a reputation for quality work |
| Fostering good relationships |
| Helping people and having a positive impact on society |
| Mentoring and developing personnel |
| Planning for long-term sustainability and success |
| Promoting diversity in science |
| **Parent code: OTHER PROFESSIONAL ROLES/RESPONSIBILITIES** |
| **Child codes** |
| Administrative |
| Clinical responsibilities |
| Mentoring |
| Peer review |
| Teaching |
| **Parent code: BARRIERS/CHALLENGES** |
| **Child codes** |
| Compliance burden |
| Lack of funding/resources |
| Lack of training |
| Other job responsibilities |
| Personal shortcomings |
| **Parent code: TRAITS** |
| **Child codes** |
| Balancing/reconciling opposites |
| Careful/cautious |
| Caring/compassionate |
| Creative/innovative |
| Curious |
| Detail-oriented |
| Discerning |
| Easygoing |
| Flexible |
| Focused |
| Hardworking |
| Honest |
| Humble |
| Impatient/Urgency |
| Objective/impartial/open-minded |
| Passionate |
| Persevering |
| Praising/Positive |
| Resilient |
| Responsible/dependable |
| Self-confident |
| Self-reflective |
| Workaholic |
| Works well under pressure |
| **Parent code: EXPERIENCES** |
| **Child codes** |
| Bad colleague/mentor |
| Educational experience |
| Engaged in self-learning/no formal training |
| First or early success |
| Great colleague/collaborator |
| Great mentor or role model |
| Post-doc or career development experience |
| Previous job/field |
| Traveled abroad |
| **Parent code: ENVIRONMENT** |
| **Child codes** |
| Current institution |
| Family of origin/upbringing |
| Nation of birth |
| Supportive family/spouse |
| **Parent code: APHORISMS AND ADVICE** |
| **Child codes** |
| Aphorisms – their own |
| Aphorisms – attributed to others |
| Advice |