



PRBB INTERVALS PROGRAMME

Report of activities in 2018

10 years of Intervals

332 courses, 3988 places and 97 trainers ... in 2018 we celebrated 10 years of the Intervals programme at the PRBB – lots of learning, lots of relating, lots of fun!

As our participants know, *Intervals* is much more than a training programme. *Intervals* is about enabling the PRBB community to make friends and links between Centres and scientific disciplines, in the informal setting of a classroom.

But in recent years, *Intervals* has also become part of another much bigger story: this bigger story is reverberating around the wider scientific community globally today.

It is the story of changing the culture of scientific practice from one of hard-nosed competition to one of cooperation.

It is the story that helps us work together across disciplines to solve our most pressing global challenges and at the same time protect the vulnerable in our community.

It is the story of how scientists can become better at collaborating and caring.

The Intervals story: Learning AND Relationship

Training is easy. Building community is harder. But [shifting a culture](#) from ruthless competition to cooperation and caring is the hardest of all.

In the *Intervals* programme we are proud to participate in the global movement that is seeking new ways for science to move forward. This is a movement that values open sharing, transparency and accountability. A movement that depends on developing trust and is founded in strong human relationships.

Open Science, equality and diversity in science and Good Scientific Practice are examples of movements that are working to maintain and grow the integrity of science. The *Intervals* programme provides a grassroots complement to those movements by working to foster and strengthen human relationships at local level in the PRBB.

Through its two foundational objectives the *Intervals* programme aims to provide learning opportunities that:

- i) support self-development of PRBB science professionals.
- ii) encourage relationship building between PRBB Centres, disciplines and sectors in science and beyond.

2018 developments

The pedagogic content of the *Intervals* programme aims to expand mindsets, skills and knowledge in the 4 'C's: Communication, Collaboration, Critical thinking and Creativity.

In 2018 we focused particularly on collaboration and creativity:

- **Collaborating with others**

- *PRBB Centres*

- thanks to *Intervals'* continuing collaboration with the UPF CíCLIKS programme, we were able to expand our scientific writing programme to ensure that UPF pre-doctoral students in biomedicine have an opportunity to attend at least one general writing course. A total of 114 places were available in 2018 on *Scientific writing & Becoming a scientific writer* – compared with just 66 places on these courses in 2016.
- Staff from the CRG's International and Scientific Affairs office designed and led a workshop on *Project Management* for the *Intervals* programme. This course was attended by 16 PRBB staff of whom 8 were from non-CRG centres. This was a good example of how the span of the *Intervals* programme across the whole PRBB community provides a critical mass to form a rich and diverse learning group.

- *Peers*

Two new peer mentoring groups were started in 2018, for project managers and for senior women scientists. The peer mentoring model relies on an initial kick-start for 3 sessions with experienced coach, Louise Schubert, and then groups become self-sustaining. *Intervals* has now initiated 9 peer mentoring groups in the PRBB and several continue to meet. Our original group of senior women scientists is now moving into its fifth self-sustaining year, confirming that the peer mentoring model is both valued and worthwhile.

- *Participants*

Participants on some courses ask for longer or more sustained input over time. Longer courses can present logistical challenges – the most significant being budget constraints and time availability of potential participants. Responding to demand, in 2018 a *Mindfulness Circle* was set-up. This group was led by trainer Carles Ruiz and was made up of people who had previously attended the *Intervals'* mindfulness taster course. Participants made personal contributions to help cover costs and attended self-facilitated weekly sessions and monthly trainer-led sessions. The Circle continued meeting for 6 months and has now disbanded.

- **Creative scientists**

To be creative you have to turn off your mind and let your body and intuition rule. Science and intuition are not walking into different paths.
Participant *Science of the Unexpected*, July 2018

- *Improvise*

Scientists have to speak frequently in public, presenting their science and responding to questions. Whereas many oral presentations can be rehearsed, unexpected situations which demand a public response can cause huge stress.

I was terrified to act, but the trainer made everyone comfortable to step out of their comfort zone.

To help scientists develop strategies for responding creatively in the moment, Brian McCarthy, an experienced trainer and former theatre director, put participants through their

paces in a specially designed workshop: *The science of the unexpected: improvisation for scientists*. The summer workshop was very popular and Brian kindly ran two shorter versions of the workshop for the *Intervals* 10th birthday celebration in December.

- *Draw*

Words and numbers tend to dominate most note-taking these days. But if we use other creative faculties to express ideas this can open up new ways of seeing and solving problems and may unblock repetitive thought patterns. The technique of visualising ideas through images has become increasingly popular in recent years, and the art of graphic facilitation is a growing skill. Artistic ability is helpful but not necessary, as some simple techniques can easily be learnt.

Ha sido una actividad muy enriquecedora que me ha hecho pensar en cosas y de forma nueva.

To introduce graphic visualisation to PRBB staff, trainer and former scientist Anna Segarra ran a workshop: *Pensar en imágenes: cómo usar la facilitación gráfica para solucionar problemas, innovar y trabajar en equipo*. Participants found the tools and techniques useful and valued the opportunity to expand their repertoire for visualising ideas in images.

- *Dance*

The focus of the *Intervals* 10th birthday celebration was a *Dance your Science* competition. With the inspirational help of dance coach and choreographer Leo Zunda, two teams of PRBB scientists, stepped up to the challenge and [created innovative dances](#) to illustrate scientific processes. Participants valued the experience and especially commented on its potential for team-building as well as for opening up new perspectives for thinking about their work.



Learning from feedback

As with all community interventions, nothing is entirely predictable, much less perfect.

The *Intervals* programme is recognised by the PRBB community for offering high-quality hands-on courses, usually with just 12 to 15 places. Small groups ensure the active participation of attendees and a high interaction with the trainer, but can mean that sometimes accessibility to courses is limited. This especially affects participants from smaller centres as places are allocated proportionately according to size of centre.

Here's how you can increase your chances of getting a place in Intervals' workshops!

- ✓ Follow us on [Facebook](#) and [Twitter](#) – we advertise course openings first.
- ✓ Look out for the posters placed around the building!
- ✓ Read the PRBB Friday newsletter – all the relevant information about *Intervals* is announced there.

For any doubts about the periodicity of workshops or course openings you can always contact the [Intervals team](#) – we will be glad to hear from you!

A new programme for a new decade – three perspectives:

Moving forward into 2019 we will be re-shaping our learning streams into three different perspectives for working in complex systems. As with all work in complex systems this categorisation will be an adaptive process, which will evolve as we receive feedback from our participants and trainers.

Learning streams with possible topics:

- **Personal mastery** – working with self, self-leadership
Mindfulness; Critical thinking; Creativity; Time management; Mentoring, being mentored and receiving feedback.
- **Team effectiveness** – working with others in small groups, personal contact.
Team building, team management, team communication; Negotiation; Handling conflict; Recruitment; Career progression; Meetings skills; Project and financial management. Dialogue, co-production & co-working.
- **Systems agility** – working in and across systems, transversal perspective.
Writing for publication; Public speaking; Systems/collective leadership; Group convening, participatory methods; Networking and social media.

A new adventure

As the *Intervals* programme moves into its second decade, the world looks increasingly unpredictable. Whereas in the past, strategy and long-term planning were part of everyday life, now the term VUCA has entered our vocabulary – Volatile, Uncertain, Complex and Ambiguous. Long term planning looks increasingly redundant in the continually shifting, complex environments we live in.

Young scientists today can look forward to few opportunities for life-long contracts or stable work. To get ahead and stay ahead in a complex world, they will need to be *agile, adaptable* and above all *self-aware*. Resilience and flexibility will count more than technical prowess, emotional intelligence and relationship skills their essential foundation stones.

Intervals will move with the times as the decade progresses, keeping a close eye on the dynamic, changing systems that science professionals must understand and negotiate.

It is our aim to help PRBB science professionals carve as many arrows as possible to prepare their quiver for action through professional growth and learning.

Thanks

Many thanks to all our participants and especially to our trainers and assessors in 2018:

José Antonio Aguilar, Joaquim Calbó, Salvatore Cappadona, Carolina Carbó, Luca Cozzuto, Fernando Cucchiatti, Malte Engel, Reimund Fickert, Jaume Fatjó, Susan Frekko, Fernando Gallego, Josefa Gonzalez, Gavin Lucas, Guillermo Marin, Alicia Marín, Andrés Martín, Eric May, Brian McCarthy, Pau Millet, Carolyn Newey, Roser Pinyol, Sonja Reiland, Pilar Rivera, Tobias Rodrigues, Carles Ruiz, Louise Schubert, Anna Segarra, Ruben Ventura and Leo Zunda.

Elinor Thompson and Eroteida Jiménez
The *Intervals* Programme, PRBB February 2019



Tables & Figures
Comments from participants

TABLE 1 Overview of the activity

Overview of activity	
Number of courses/events	46
Number of places	597
Number of attendees	554
Number of individuals registering but not attending	18
Number of individuals	335
Number of individuals attending more than one course	119

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

	# Registrations	% Take-up	# Attendees
LEADERSHIP AND MANAGEMENT SKILLS			
Cross-cultural working: understanding diversity for enhanced performance	11	73%	11
Difficult conversations: how to make them easier	9	75%	9
Effective team playing to achieve your goals (Mid-career & Senior) - Spanish	10	Waiting list	10
Effective team playing to achieve your goals (Early & Mid-career)	8	Waiting list	8
Negotiating with confidence, inside or outside science - 2 Editions	24	Waiting list	23
Peer mentoring scheme (Project managers)	8	Waiting list	8
Peer mentoring scheme (Senior researchers and managers)	7	Waiting list	7
Pensar en imágenes: cómo usar la facilitación gráfica para solucionar problemas, innovar y tra	12	Waiting list	11
Project management for scientists	16	Waiting list	16
Time management: how to get the best out of your day - 2 Editions	24	Waiting list	21
CAREER DEVELOPMENT			
Business opportunities in science and beyond	15	Waiting list	14
Interview and job application skills	12	Waiting list	11
Job opportunities in science related sectors - 2 Editions	27	Waiting list / 80%	27
Total	183		176
WRITING SKILLS			
Becoming a scientific writer: putting the <i>Why</i> before the <i>How</i> - 2 Editions	24	Waiting list	24
Scientific writing - The craft of the clear scientific writing - 2 Editions*	31	Waiting list	30
Scientific writing - The craft of the scientific research article - 2 Editions*	30	Waiting list	30
Scientific writing - Write it clearly: fundamentals of good scientific writing - 2 Editions	30	Waiting list	30
Total	115		114
ORAL PRESENTATION SKILLS			
Becoming a scientific speaker – key skills for success	9	Waiting list	9
Elevator pitch - express your proposal quickly and effectively	12	100%	10
Introduction to scientific data visualization	14	Waiting list	13
How to design a visually stunning scientific poster	12	Waiting list	11
10 keys to creating great visual aids for scientific presentations	12	Waiting list	12
Técnicas actorales para la comunicación científica - 2 Editions	27	Waiting list	27
The science of the unexpected: improvisation for scientists	12	Waiting list	11
Train-the-Trainer: becoming a dynamic facilitator	11	73%	11
Say it so it stays: oral presentation skills - 2 Editions	20	Waiting list	20
Total	129		124
CITIZEN SCIENCE SKILLS			
Explaining your research to ANYONE - inside or outside science	10	83%	9
Total	10		9
GOOD SCIENCE, HONEST SCIENCE			
Circulo de Mindfulness	9	60%	9
Mindfulness for improved self-mastery	15	Waiting list	15
Mindfulness para mejorar la maestría personal	15	Waiting list	15
Search inside yourself - edición en Castellano	12	Waiting list	12
Sharpen your reasoning skills - 2 Editions	26	Waiting list	26
Total	77		77
THE CREATIVE SCIENTIST - 10th Anniversary workshops			
The mathematics of creativity - 2 editions	30	100%	29
Improvisation: the science of the unknown - 2 editions	28	100%	25
Total	58		54
TOTAL	572		554

* In collaboration with CÍCLIKS programme

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

Reaction sheet questions	% of maximum possible score weighted			
	2018	2017	2016	2008 -2015
How would you rate this course overall?	87	87	86	84
How would you rate the relevance of this workshop to your professional development?	85	87	85	83
How well did the workshop meet your expectations?	85	85	83	82
What is your overall rating of the trainer(s)?	93	92	91	90
How would you rate the trainer's competence/experience in relation to the subject?	93	94	93	91
How would you rate the trainer's interpersonal and presentation skills?	93	92	90	89
How would you rate the relevance and usefulness of the training materials?	83	83	83	79
How would you rate the venue for this course?	77	79	81	78
How would you rate the overall organisation of the workshop?	88	89	89	84

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

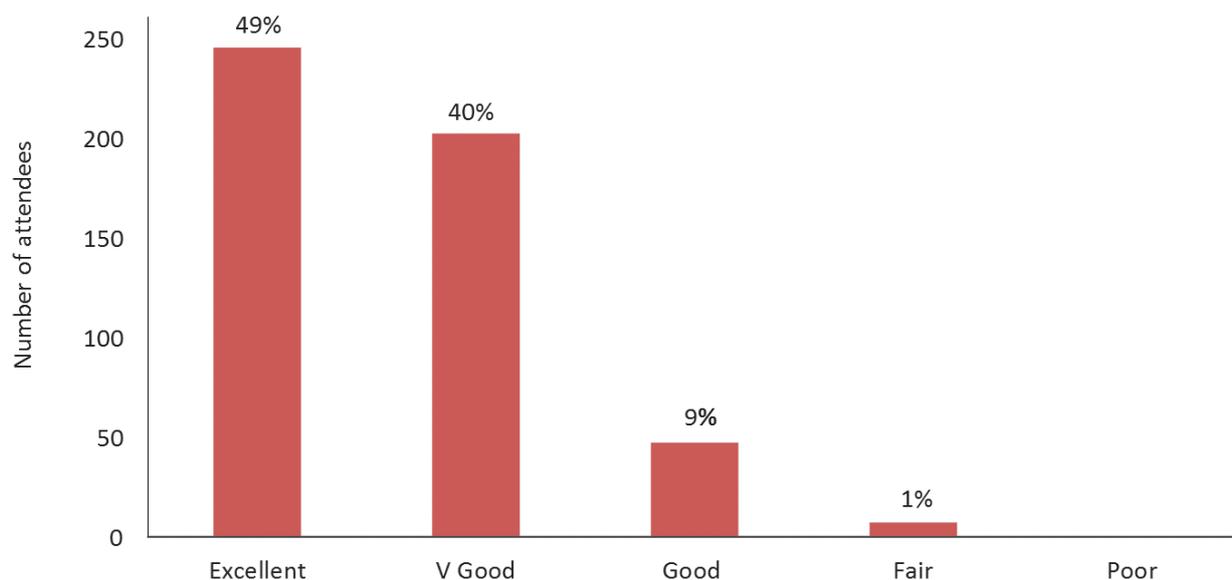


TABLE 4 Number and percentage of attendees by institution

Attendees' institutions	% PRBB residents*	2018	2017	2016	2015	2014
CRG	31.3%	165 (30%)	124 (28%)	137 (30%)	136 (32%)	93 (27%)
CEXS-UPF	22.4%	127 (23%)	83 (19%)	65 (14%)	91 (21%)	85 (24%)
IMIM	27.4%	86 (16%)	88 (20%)	103 (23%)	83 (20%)	76 (22%)
ISGLOBAL	9.9%	72 (13%)	90 (20%)	71 (16%)	41 (10%)	35 (10%)
IBE	5.1%	55 (10%)	52 (12%)	37 (8%)	24 (6%)	33 (9%)
Consorti PRBB	2.6%	13 (2%)	4 (1%)	16 (4%)	14 (3%)	5 (1%)
EMBL - Barcelona	1.3%	19 (3%)	--	--	--	--
EXTERNAL**		17 (3%)	--	--	--	--
CMRB	--		2 (0%)	11 (2%)	7 (2%)	17 (5%)
FPM	--		--	12 (3%)	27 (6%)	6 (2%)
TOTAL		554 (100%)	443 (100%)	452 (100%)	423 (100%)	350 (100%)

* From PRBB 2017 demographic data

** Scientific writing courses - Collaboration with CÍCLIKS programme

TABLE 5 Number and percentage of attendees by post

Attendees' post	2018	2017	2016	2015	2014
Predoc	291 (53%)	181 (41%)	159 (35%)	181 (43%)	179 (51%)
Postdoc	116 (21%)	117 (26%)	151 (33%)	105 (25%)	102 (29%)
Senior Invstgtr	23 (4%)	31 (7%)	34 (8%)	25 (6%)	34 (10%)
Clinician	1 (0%)	14 (3%)	6 (1%)	9 (2%)	2 (1%)
Tech & lab staff	47 (8%)	27 (6%)	42 (9%)	32 (8%)	12 (4%)
Admin & support	27 (5%)	16 (4%)	17 (4%)	16 (4%)	6 (2%)
Management	39 (7%)	30 (7%)	26 (6%)	36 (9%)	9 (2%)
Other	10 (2%)	27 (6%)	17 (4%)	19 (4%)	6 (2%)
TOTAL	554 (100%)	443 (100%)	452 (100%)	423 (100%)	350 (100%)

TABLE 6 Percentage women/men

	Men	Women		Men	Women
Attendees to Intervals	27	73	PRBB residents*	41	59
Per position:			Per position:		
Researchers	30	70	Researchers	47	53
Predocs	29	71	Predocs	39	61
Postdocs	34	66	Postdocs	46	54
Senior researchers	24	76	Pls	59	41
Clinicians	0	100	PRBB Technicians	32	68
Technicians	21	79	Admin & Support core facilities	34	66
Management, Admin & Support staff	15	85			
Not classified	1	100			

* From 2017 PRBB demographic data

TABLE 7 Percentage women/men – breakdown per course

	% Men	% Women
LEADERSHIP AND MANAGEMENT SKILLS		
Cross-cultural working: understanding diversity for enhanced performance	9%	91%
Difficult conversations: how to make them easier	11%	89%
Effective team playing to achieve your goals (Mid-career & Senior) - Spanish	30%	70%
Effective team playing to achieve your goals (Early & Mid-career)	13%	88%
Negotiating with confidence, inside or outside science - 2 editions	30%	70%
Peer mentoring scheme (Project managers)	25%	75%
Peer mentoring scheme (Women PI)	0%	100%
Pensar en imágenes: cómo usar la facilitación gráfica para solucionar problema	27%	73%
Project management for scientists	38%	63%
Time management: how to get the best out of your day - 2 editions	24%	76%
CAREER DEVELOPMENT		
Business opportunities in science and beyond	50%	50%
Interview and job application skills	18%	82%
Job opportunities in science related sectors - 2 editions	26%	74%
Mean	26%	74%
WRITING SKILLS		
Becoming a scientific writer: putting the Why before the How- 7th Ed.	25%	75%
Becoming a scientific writer: putting the Why before the How - 8th Ed.	25%	75%
Scientific writing workshops - 6 editions*	27%	73%
ORAL PRESENTATION SKILLS		
Becoming a scientific speaker – key skills for success	22%	78%
Elevator pitch - express your proposal quickly and effectively	10%	90%
Introduction to scientific data visualization	38%	62%
How to design a visually stunning scientific poster	36%	64%
10 keys to creating great visual aids for scientific presentations	25%	75%
Técnicas actorales para la comunicación científica - 2 editions	15%	85%
The science of the unexpected: improvisation for scientists	45%	55%
Train-the-Trainer: becoming a dynamic facilitator	27%	73%
Say it so it stays: oral presentation skills - 2 editions	20%	80%
CITIZEN SCIENCE SKILLS		
Explaining your research to ANYONE - inside or outside science	33%	67%
Mean	26%	74%
GOOD SCIENCE, HONEST SCIENCE		
Círculo de Mindfulness	0%	100%
Mindfulness for improved self-mastery	20%	80%
Mindfulness para mejorar la maestría personal	20%	80%
Search inside yourself - edición en Castellano	17%	83%
Sharpen your reasoning skills - 2 editions	35%	65%
Mean	22%	78%
THE CREATIVE SCIENTISTS- 10th anniversary workshops		
The mathematics of creativity - 2 editions	31%	69%
Improvisation: the science of the unknown - 2 editions	44%	56%
Mean	37%	63%

* In collaboration with CÍCLIKS programme

TABLE 8 Source of trainers

Source of trainers	2018	2017	2016	2015	2014
PRBB Institutions - Senior staff	9	10	13	19	16
External (Spain)	15	13	12	11	9
External (Europe)	2	4	5	5	3
TOTAL	26	27	30	35	28

Are there any other training issues that you would like to see included in the PRBB INTERVALS?

Oral communication

- Maybe more training on how to do a power point presentation: organizing the content (for me is difficult to create a story that is easy to follow without being too long or too much detailed).
- Other courses about presentations and oral talks (participant of *Say it so it stays*).
- Self-confidence on the stage.
- It would be awesome to do a course that would help me to select and organize the contents of a presentation (structure).
- Even more writing/presenting courses. We need them!! As we have very little formation on them.
- Algunos cursos de profundización en los aspectos introducidos hoy (participante de *Técnicas actorales para la comunicación científica*).
- Diseño gráfico de presentaciones. Locución.
- Este curso podría ampliarse a varios días, sería interesante hacer un seguimiento como se hace para los cursos de “Mindfulness” (participante de *Técnicas actorales para la comunicación científica*).
- Make better presentations, how to present results.
- Developing power point presentations, posters and visual aids to communicate research.
- More about making/preparing longer presentations.
- Public presentations.
- More oral presentation.
- I would like to focus my presentation also to a more formal public, similar to a thesis scenario (participant of *Say it so it stays*).
- How to present my research in conferences.
- Longer presentations, posters, visual tools for our presentations.
- Voice techniques. Body movements.
- Skills in body language/exposition.
- I would love a “part 2” of the *Say it so it stays* course.
- Corporal expression.
- Answering difficult questions in front of an audience.

Writing skills, publishing

- A larger course similar to this to keep practicing on our writing. Help each other (participant of *Write it clearly*).
- How to write proposal grants, especially ERC grants.
- Writing tesis.
- Other type of writing articles (non IMRAD structure).

- Writing grants applications (content, not just English class).
- How to write a cover letter.
- Where to seek help when writing.
- Deeper course on scientific writing (more hours).
- A more technical scientific writing course (participant of *The craft of clear scientific writing*).
- Maybe a second part of this program by focusing more in the inside writing of the article. Deeper view (participant of *The craft of clear scientific writing*).
- Proposal writing, especially ERC grants.
- More about writing grants.
- How to write a review.
- Thesis writing.
- How to be a good scientific reviewer.
- Workshop about writing grants/projects.
- It would be very useful to have courses on how to review papers.
- The course *Write it clearly* was really useful, it would be great to have more courses on this topic, such as a second part on this one.
- I have done the *Write it clearly* and maybe I think it could be interesting to have: 1. a different level of this same course (it's not the same being a beginner than an advanced). 2. Course on specific path of a scientific article.
- Applying to projects – grant writing for senior postdocs.

Career planning / Business opportunities

- Courses about changing the scientific career and professional life “after academy”. A mentoring programme – I need a mentor.
- Career after PhD: company, postdocs, teaching....
- Post PhD resources, job opportunities...
- Courses about alternative careers, please!
- Maybe a course on positions in bio industry companies. What are the possibilities and the skills required.
- Opportunities after PhD (not in academia).
- Career counselling after the PhD, how to define your future goals.
- Searching job in the scientific field, about grants.
- Opportunities of future being in science but not in academia (I know there's an *Intervals* course on that, but longer o more complete).
- Tips para entrevistas de trabajo para post-docs.
- It would be nice to have a career talk series or careers open day.

- Maybe already exists but a course on LinkedIn.
- I like the courses directed towards jobs opportunities outside academia because it is difficult to know to which type of job we should apply for.
- More about directions after the PhD.
- Work transitions outside of academia.
- Also courses focused on alternative careers (outside academia) specific (publishing/ science communication).
- Algo que conecte más con el mundo industrial y finanzas.
- How to switch from academia to industry.
- More innovation + entrepreneurship.

Personal effectiveness, self-mastery, intrapersonal skills

- Uno que siga la misma dinámica pero mucho más aplicado, con más pautas y más tiempo dedicado a la gestión del tiempo (participante de *Mindfulness para mejorar la maestría personal*).
- Curso específico para mejorar la concentración. Más cursos de este tipo (participante de *Mindfulness para mejorar la maestría personal*).
- Me gustaría un curso de “autogestión psicológica” para mejorar la relación con los pensamientos negativos, etc.
- Más mindfulness para poder optar a él, llevo 2 años intentándolo ☺
- Todo lo relacionado con estrés laboral.
- Maybe more *Intervals* courses for early career/first year PhD students, like how to survive your PI, managing frustration, how to organize your research...
- How to get an efficient day: the operating of work and rest.
- Personal growth in general.
- How to improve our self-confidence.
- Relaxing strategies course.
- Coaching.
- More meditation sessions.
- Maybe meditation or other courses related to personal health.
- More mindfulness courses!!
- More mindfulness, coaching, psychology.
- Inteligencia emocional.
- Relaxation techniques.
- Emotional intelligence development.

Interpersonal skills, team management and team work skills

- Gestionar problemas con los compañeros de trabajo y superiores. Los cursos de resoluciones de conflicto que se ofrecen están orientados a PIs y senior, más no a los PhD estudiantes.
- Project management. Gestió de conflictes – pràctica de l'assertivitat.
- Maybe is a bit lame, but I would like a short workshop about clues on networking-meeting people at conference, how to ask for a stage/research position in another lab, etc.
- Técnicas para resolver/abordar conflictos, si puede ser con el mismo profesor (participante de *Cómo lograr tus objetivos trabajando en equipo*).
- How to deal with difficult situations in the workplace. Kind of mediation.
- Improving skills to approach assertive conversations.
- Leadership and negotiation for women.
- Leadership programs.
- Team management.
- Leadership for non-scientists (but I understand it might not be relevant for many people).
- Efficient teamwork for a whole lab.
- Conflict resolution.
- Leadership.
- How to deal with dominance.
- Courses for interpersonal relations.
- Team problems solving.
- Leadership courses compulsory for leaders (utopic, but who knows).
- Work organization /optimization.
- Maybe think about doing also the Negotiation course in Spanish for non-English speakers.
- Skills for interviews (as interviewer). Reschedule this course!

Miscellaneous

- I would like to focus in how a scientific paper or idea could be transmitted for the general population, like newspaper or politicians.
- The use of work management tools: Basecamp, Trello, Taiga, 10.
- Practice on argument skills.
- Communication skills to approach politicians.
- Growth vs fixed mind-set training.
- How to summarize your research.
- I think *Intervals* covers nearly all training issues. However, I will suggest a mixed oral and write course, especially for predocs.

- Something like “critical thinking without over judging”.
- I think it covers all the issues. It would be nice to have a “postdoc” specific oriented groups/courses.
- Something related to ethical aspects of research.
- Budget management / soft skills course.
- More similar topics related to creativity and longer duration.
- The 3 main pillars for what we are here: Writing, Presenting, Constructing Arguments.

Do you have any general comments about the contents and organization of the PRBB INTERVALS program?

General

- It is fantastic! I think it gives more than most people is able to get.
- Very positive.
- Excellent opportunity for all to be able to attend the *Intervals* courses.
- Moltes gràcies per donar-nos aquestes eines! Molt agraïda.
- Los cursos ofrecidos son muy interesantes y vuestra organización es muy buena. Enhorabuena por vuestro trabajo.
- Organización y diversidad de contenidos.
- Very good. I’m satisfied with it.
- I’m happy with *Intervals*.
- I think that the *Intervals* courses are a great opportunity to acquire new basic skills.
- Great job. They are always very interesting.
- Very well organised.
- It is great and free! We are fortunate!
- Organisation is very good but the selection process it takes time.
- Go on with the good work! And thanks!
- I have done two and I liked both.
- I believe is very useful and necessary for PRBB community.
- It’s a wonderful initiative we are very lucky to have. Thank you!
- Muy buena calidad en todo el contenido y muy buena organización.
- Hay un buen surtido de temas.
- Muy buen programa! Gracias por el trabajo. 😊
- Me gustan mucho los cursos organizados por el PRBB *Intervals* y son muy útiles.
- Moltes gràcies!!
- Creo que los PIs deberían participar más!

- Todo perfecto. Gracias por vuestro gran trabajo.
- Excelente.
- As always, top job. Thank you!
- Very positive.
- Good job!
- I think it's a great career development program.
- Pretty good so far!
- I find it very interesting for my studies.
- I found the course very well organized and appreciated the email reminders.
- It has been very useful and enjoyable, very balanced. And I've appreciated a lot the coffee and cookies for the break.
- I think that are very useful for us, because nobody explain these things before and I have to use everyday.
- I really appreciate all the reminders sent by email! They are very useful to not to forget anything of the course.
- Overall always have a good experience with PRBB *Intervals*.
- Really satisfied.
- It is one of the features of the PRBB!!
- It's great.
- I'm very happy to have attended to this course and it has changed the way I saw these kind of courses. They gave me another point of view of the impact of the way we, as scientists so close in our ideas, transmit our knowledge (Participant of *The craft of clear scientific writing*).
- I found it nice to be in a group where all of us are early PhD students. I wish there were more courses like this so we could really work on the issues relevant for early career scientist without half of the group getting boring.
- Great that *Intervals* exists.
- You are doing a very good job.
- The course was well organized, with correct information and we have been very punctual.
- As always, top job. Thank you!
- I enjoy it a lot.
- Please continue to make good courses for students.
- It's great, thank you.
- I'd do all of them if I could!!
- I love it, would love to do more!
- Great work!

- As always, fantastic work! Thank you very much indeed.
- Very good! Great programme.
- You are doing a great job!
- It is really helpful.
- They are always amazing.
- Congratulations, the *Intervals* programme is fantastic.
- The organisation was good, as well as material, but I would try to reduce the amount of hours of the course.
- Are very useful and well organised, you always learn something new to apply on our daily day.
- They are great and useful.
- Great. Thanks for organizing it and the detail of coffee and cookies was amazing.
- I love it.
- An opportunity to learn new things.
- It's really great! Thanks a lot.
- I am happy with the general organizational scheme of the program.
- They are actually great.
- Thank you! All the courses I have taken were very useful!
- Very good program.
- You are great! I'll be in more courses in the future.
- It's great!
- Very happy with all the courses I took so far. Thanks! ☺
- Well done.
- Perfect.
- They are nice.
- I think they are very good and important.
- Great job!
- I think it's so great development programme.
- We love them! We want more!!
- I thank you for this excellent programme.
- They are great!
- It was very good. Great communication through e-mail.
- Organisation is great!
- Excellent.

- Very satisfied. I'll repeat.
- It is my first *Intervals* course and I really enjoyed it.
- This is the first PRBB *Intervals* I attend, I am happy with the result.
- The offered courses target very useful and interesting competences and the organisation is great.
- It's great and really useful.
- A privilege to be part of it.
- It is always good, well selected, well organized.
- Great offers!
- I believe the PRBB *INTERVALS* programme is an excellent initiative. Keep up the good work!

Availability/Accessibility

- Algunos de los cursos están muy llenos y cuesta poder acceder, por ejemplo el de Mindfulness.
- Los cursos podrían acabar un poco antes, 17:00 - 17:30, para facilitar un mejor balance de vida personal/laboral.
- It is difficult to attend courses because they are always full!
- Really fast the courses get full and then for some of them you have to wait ½ year.
- Me da la sensación que no todos los jefes, directores entienden la importancia y utilidad de los cursos, y los trabajadores, por ende, no siempre tienen facilidad para "ausentarse".
- Excelente y muy eficiente. Sería genial si hubiera cursos más frecuentes para tener acceso a más de ellos.
- Maybe to advertise better the opening of the inscriptions to the course and when they are full, state it clear.
- En algunos cursos hay demasiada demanda por lo que sería interesante ampliar las plazas (ofrecer más sesiones).
- Useful, shame there aren't more throughout the year for more people to attend them.
- I think more courses are needed because some of them are always busy.
- I've been able to participate in every *Intervals* I wanted so I am very happy with the program.
- More places! I always have to try many times before doing a course.
- I like them a lot, but sometimes you don't get a place on it. Maybe do they more frequently?
- Some courses, for example *Interview and job application skills*, should be opened to all PRBB residents.
- It could be useful to be added earlier if we are added from a waiting list.
- They fill up so fast, maybe more repeats should be planned.
- Really useful but very few places in each course.
- Maybe we would need more places. Really fast all the courses are full.

- Everything is fine, although sometimes it is difficult to be enrolled (it could be solved offering more editions or more participants).
- Great topics but generally I don't manage to register because they are very soon booked. Could there be more editions of some topics? For instance, time management, project management.
- More places and dates.
- To repeat those courses that fill in quickly, such as *Mindfulness*.
- For me it's so complicated to find a place. In my 4 years working I only could attend 3 courses.