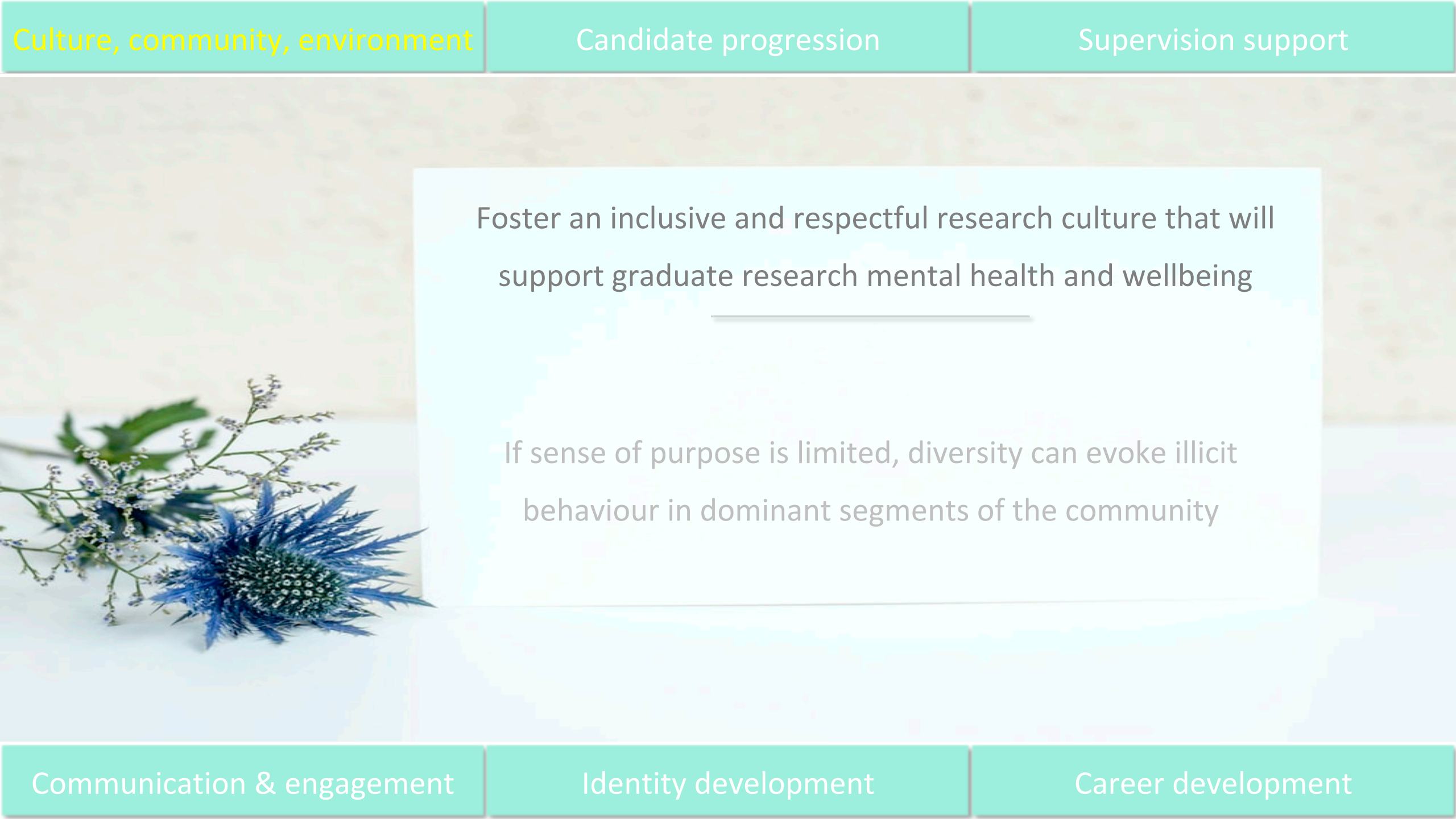


## Complications around the good practice guidelines around mental health & wellbeing

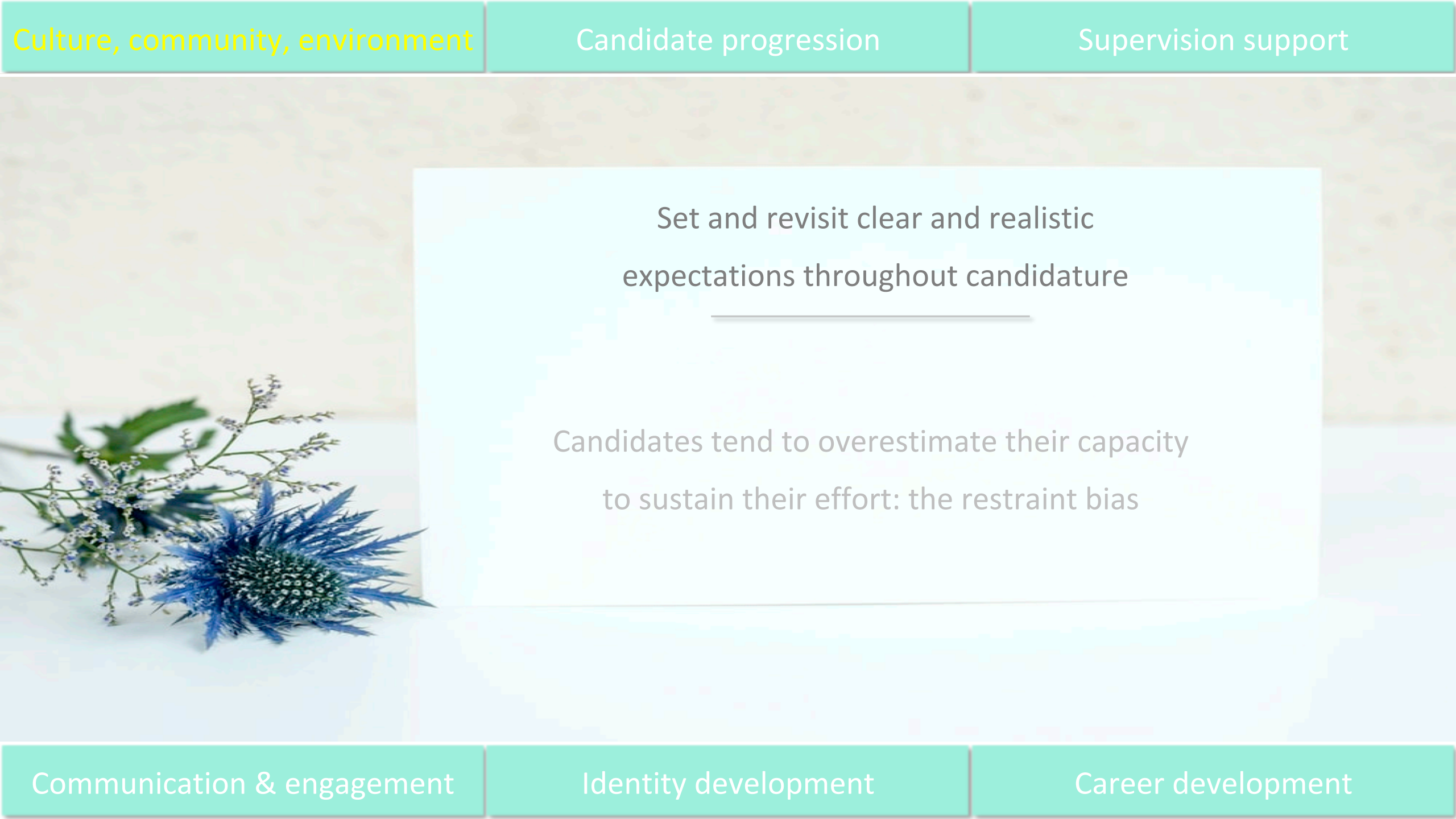




Foster an inclusive and respectful research culture that will support graduate research mental health and wellbeing

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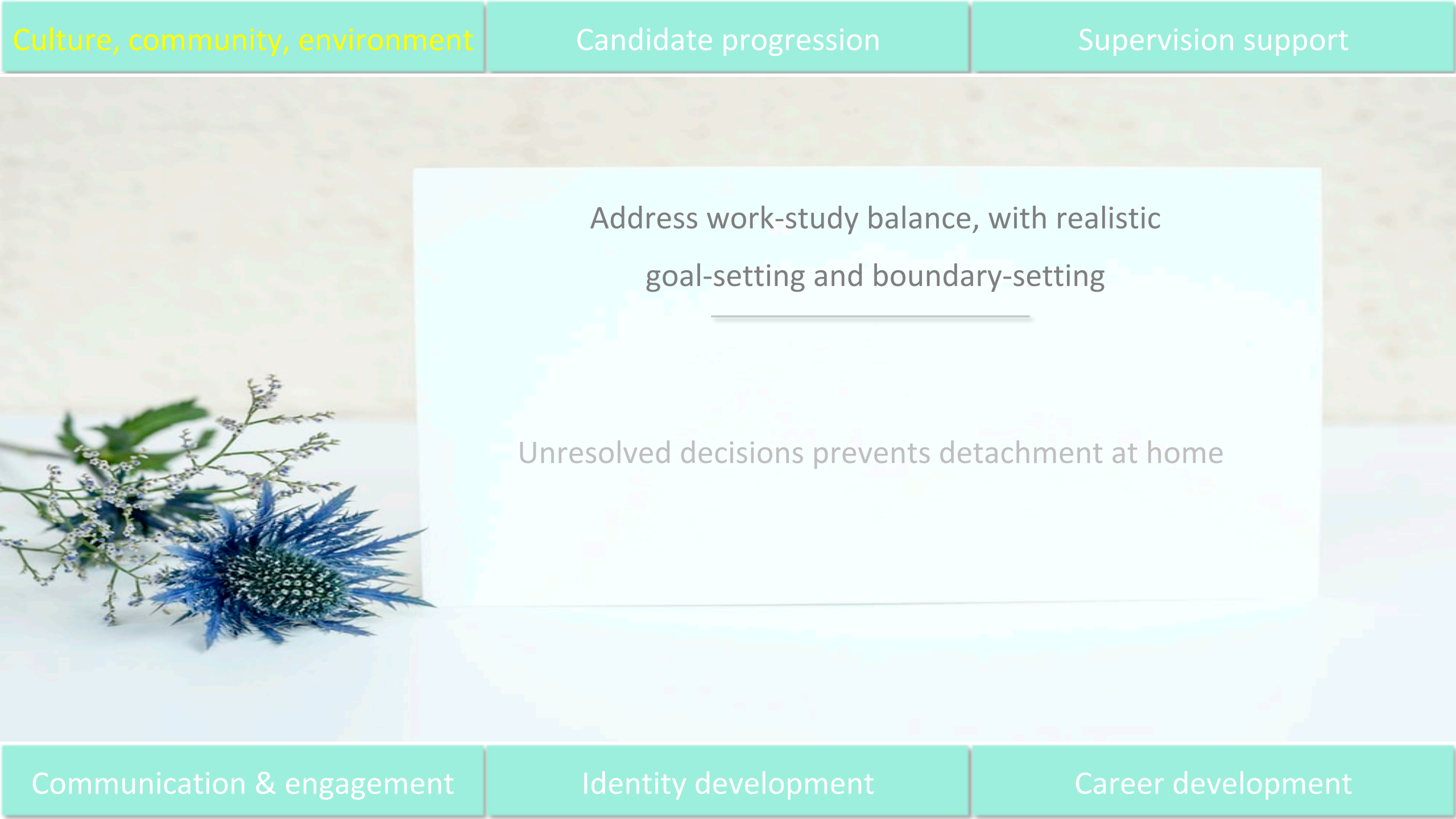
If sense of purpose is limited, diversity can evoke illicit behaviour in dominant segments of the community



Set and revisit clear and realistic  
expectations throughout candidature

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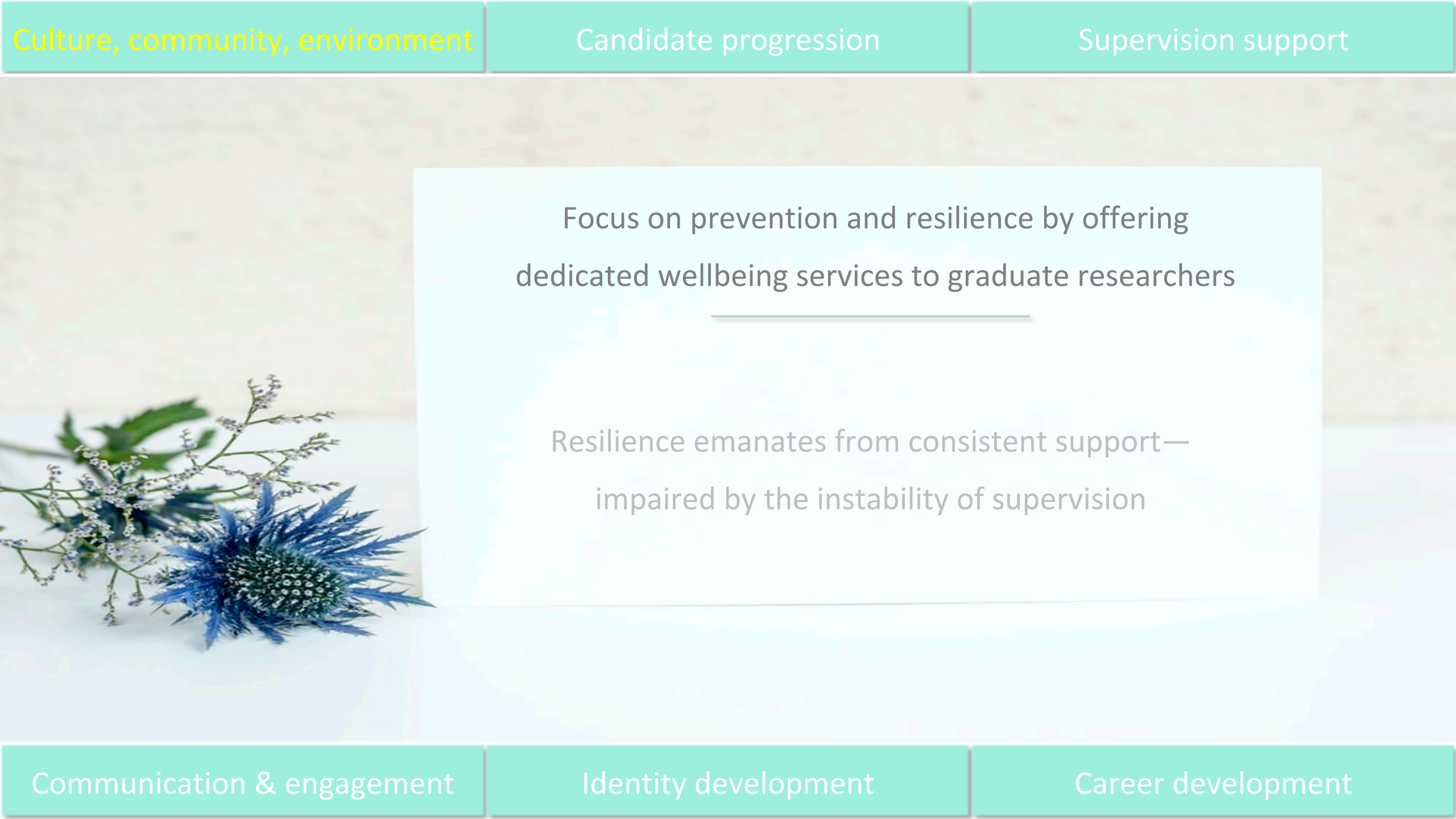
Candidates tend to overestimate their capacity  
to sustain their effort: the restraint bias



Address work-study balance, with realistic  
goal-setting and boundary-setting

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Unresolved decisions prevents detachment at home



Culture, community, environment

Candidate progression

Supervision support

Focus on prevention and resilience by offering  
dedicated wellbeing services to graduate researchers

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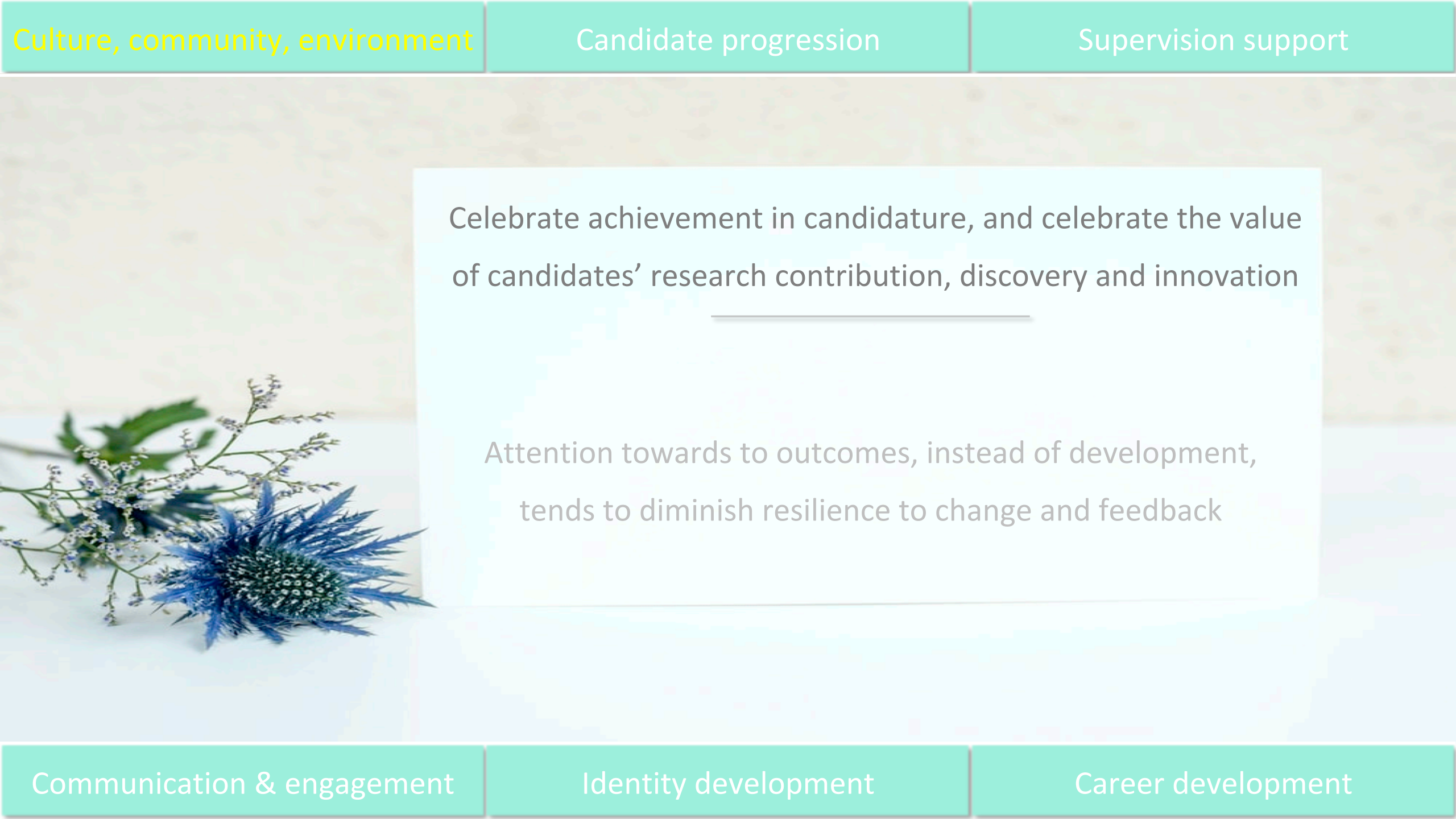
Resilience emanates from consistent support—  
impaired by the instability of supervision

Communication & engagement

Identity development

Career development





Celebrate achievement in candidature, and celebrate the value of candidates' research contribution, discovery and innovation

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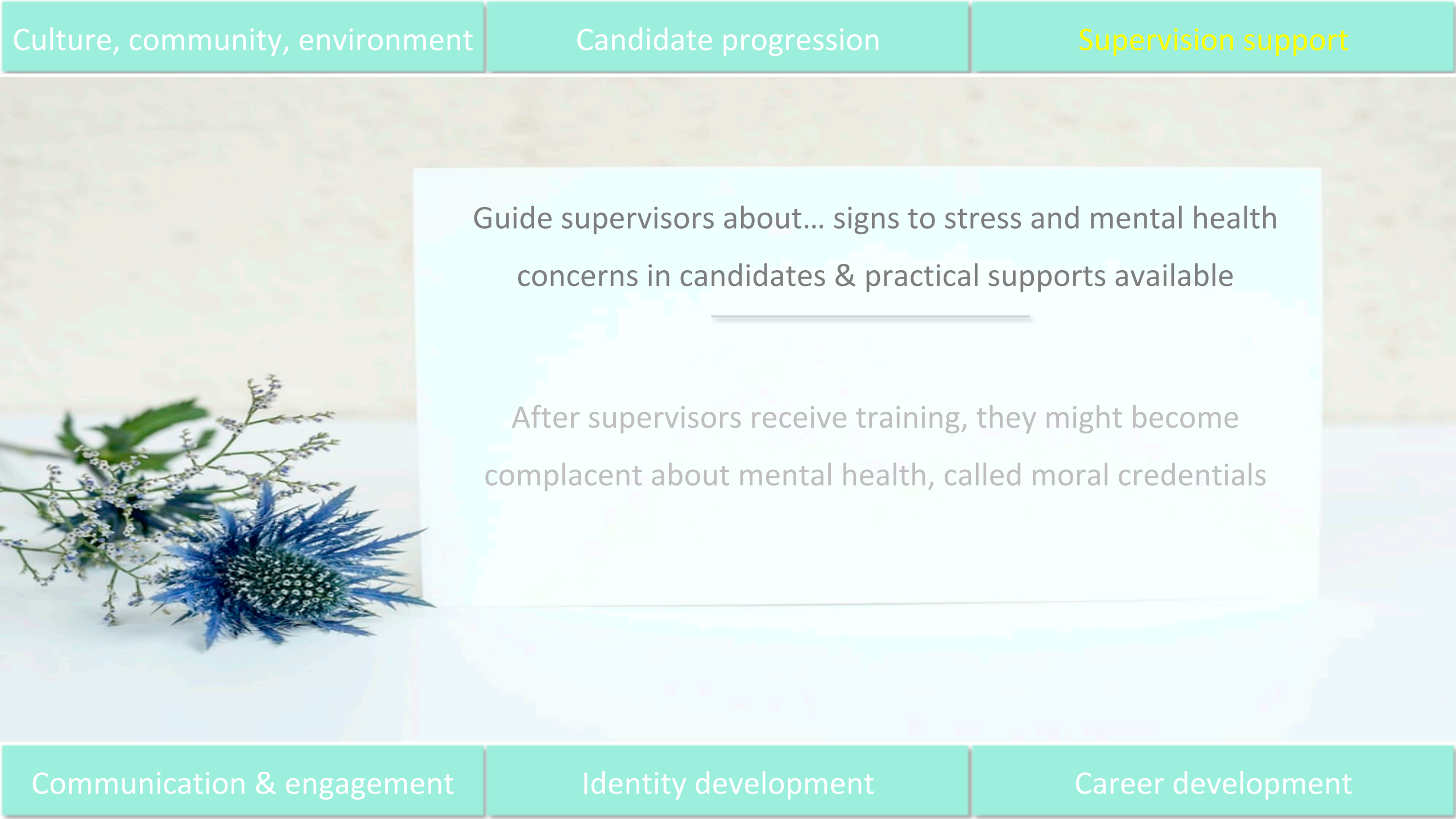
Attention towards to outcomes, instead of development, tends to diminish resilience to change and feedback

Train candidates on the skills and attributes  
needed to operate effectively as a researcher

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Learning about skills and technologies that change  
frequently evokes a sense of dissociation from the future



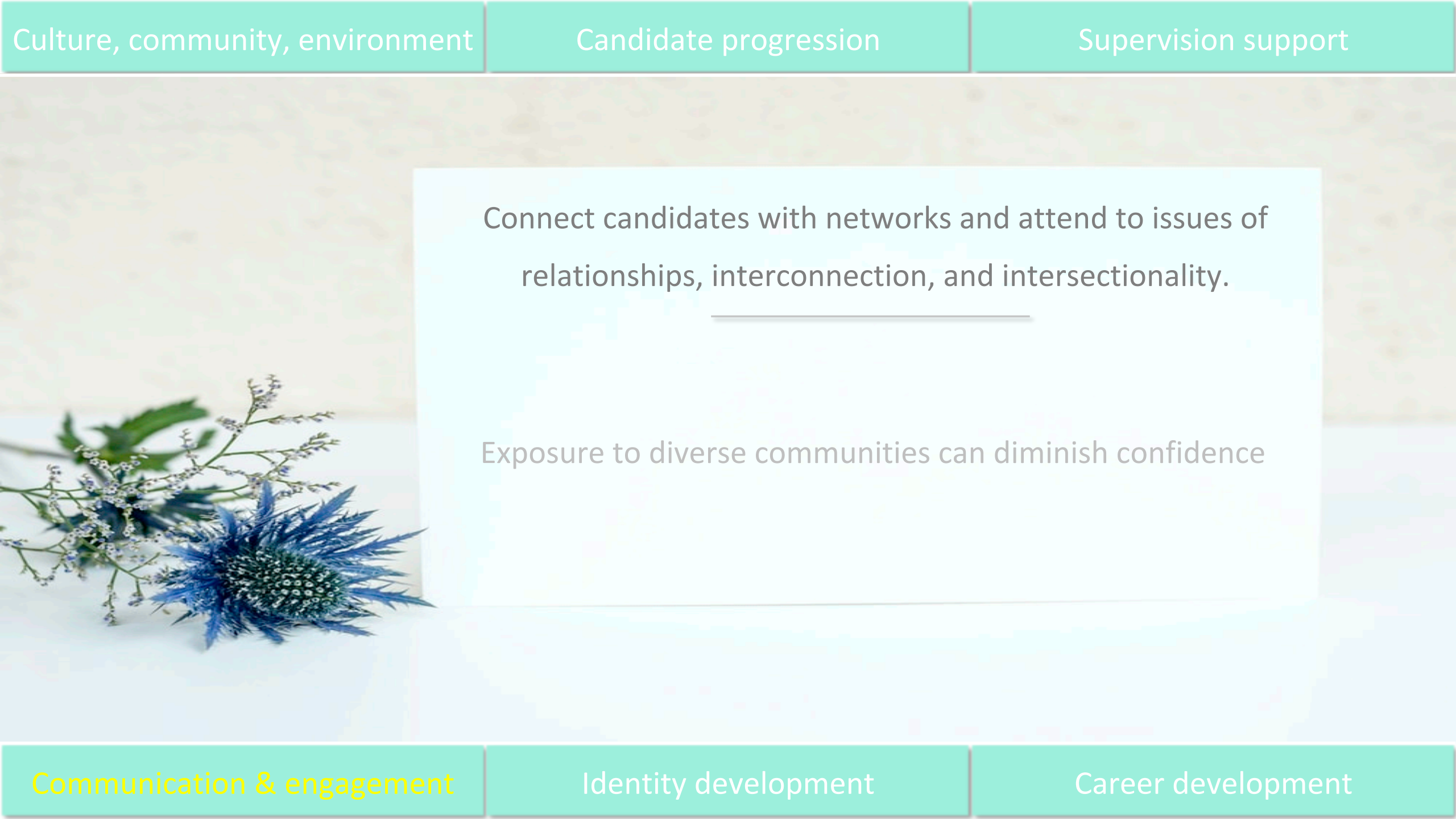


Guide supervisors about... signs to stress and mental health concerns in candidates & practical supports available

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After supervisors receive training, they might become complacent about mental health, called moral credentials

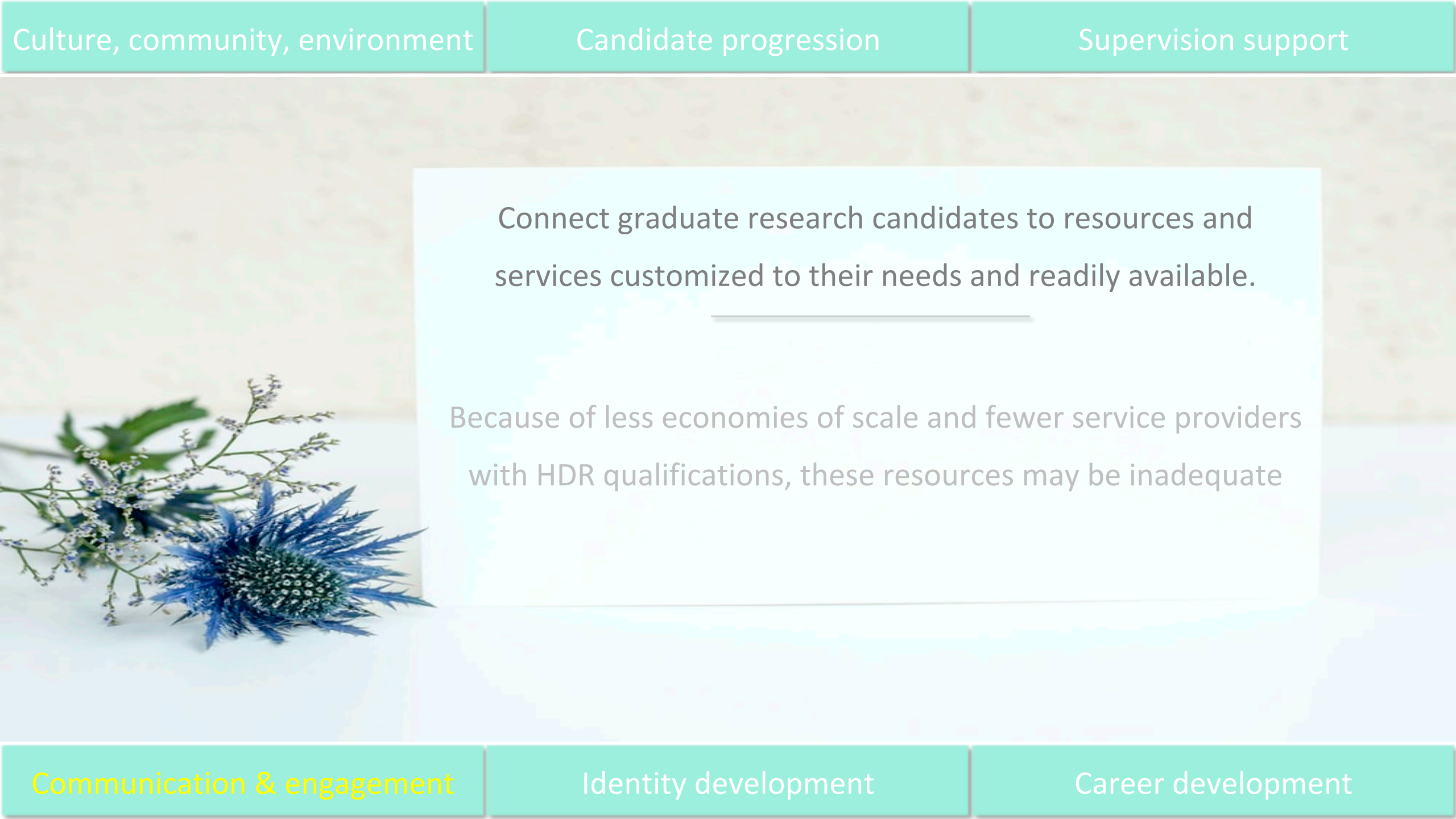




Connect candidates with networks and attend to issues of relationships, interconnection, and intersectionality.

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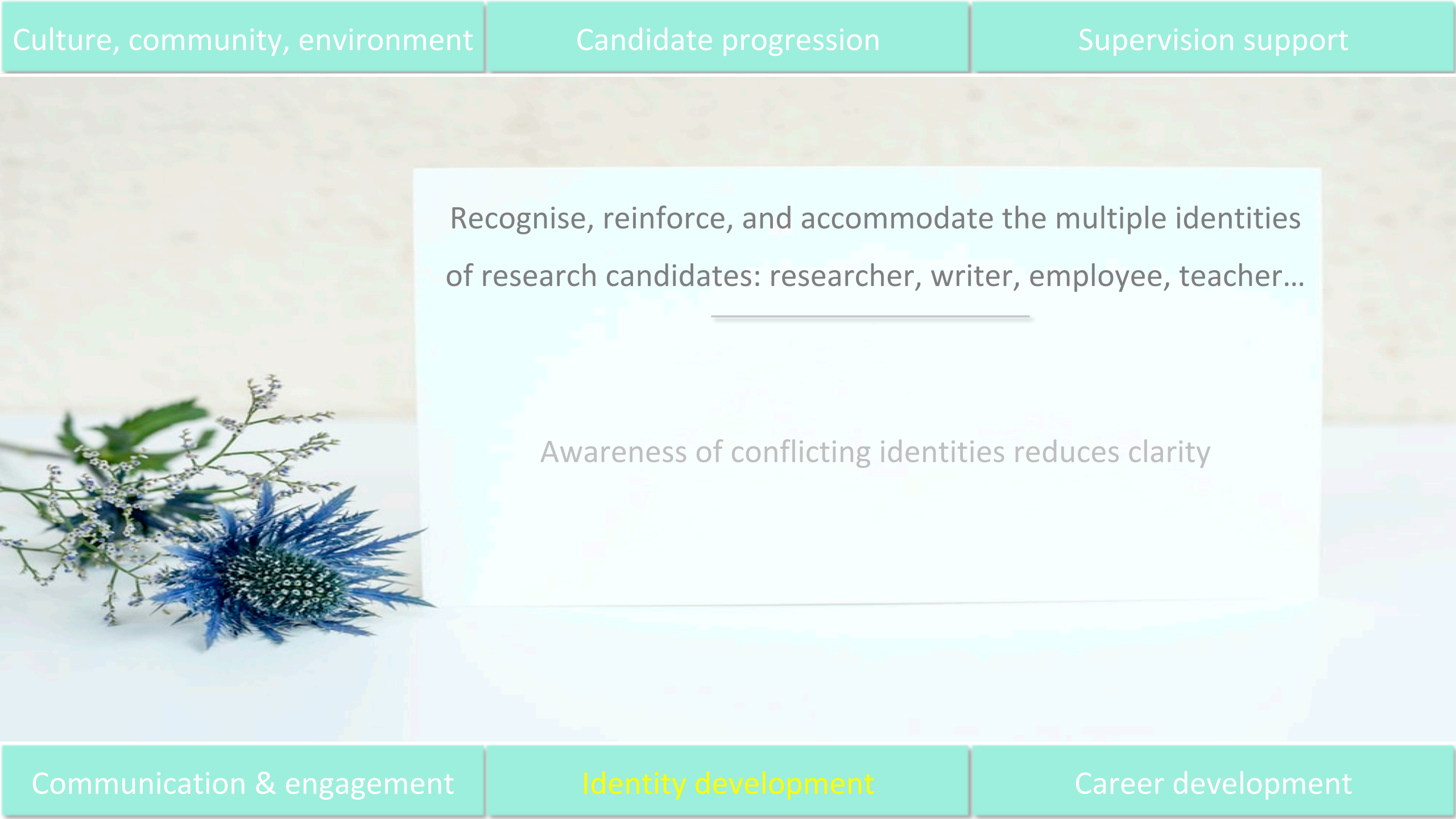
Exposure to diverse communities can diminish confidence



Connect graduate research candidates to resources and services customized to their needs and readily available.

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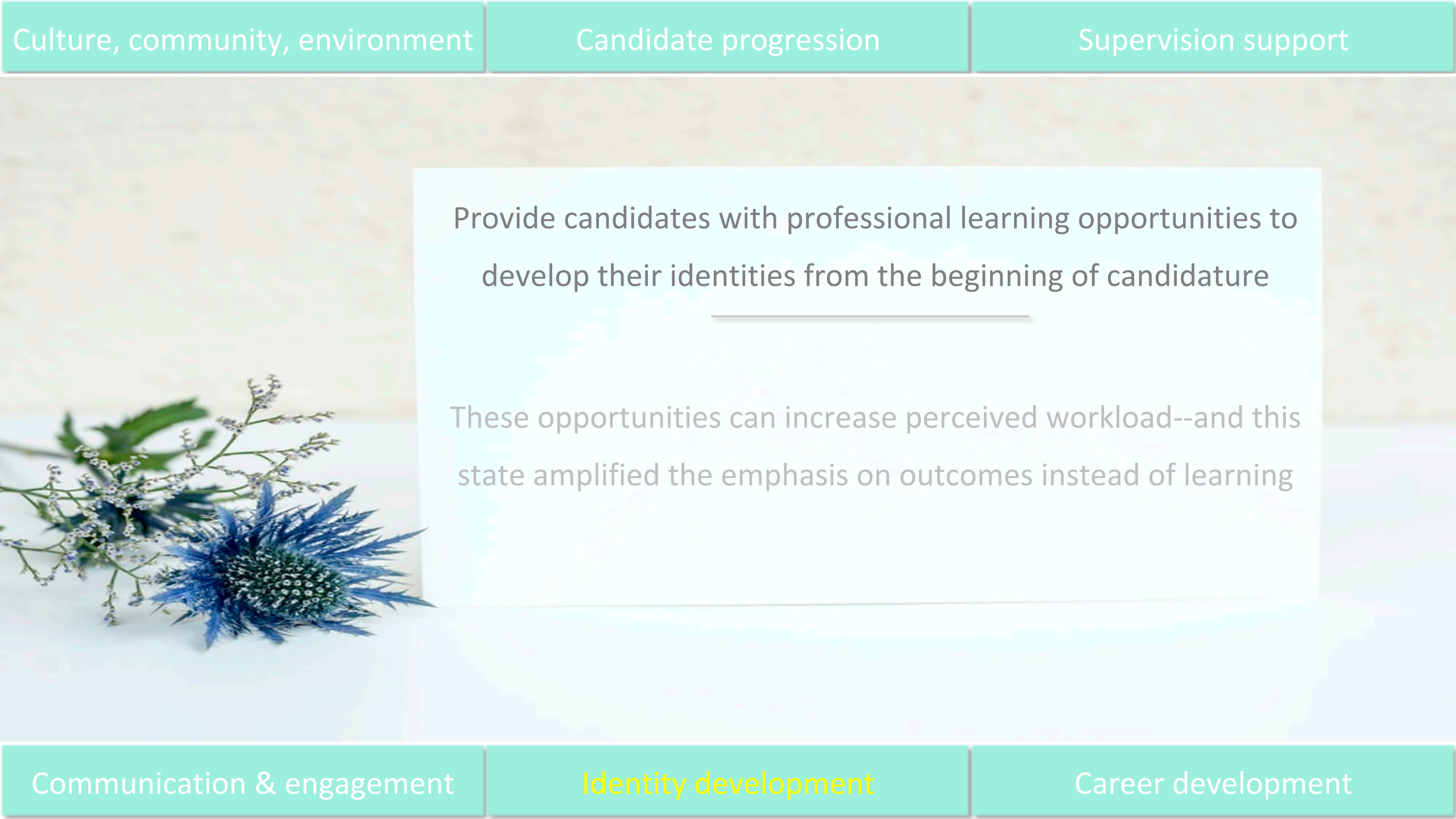
Because of less economies of scale and fewer service providers with HDR qualifications, these resources may be inadequate



Recognise, reinforce, and accommodate the multiple identities of research candidates: researcher, writer, employee, teacher...

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Awareness of conflicting identities reduces clarity

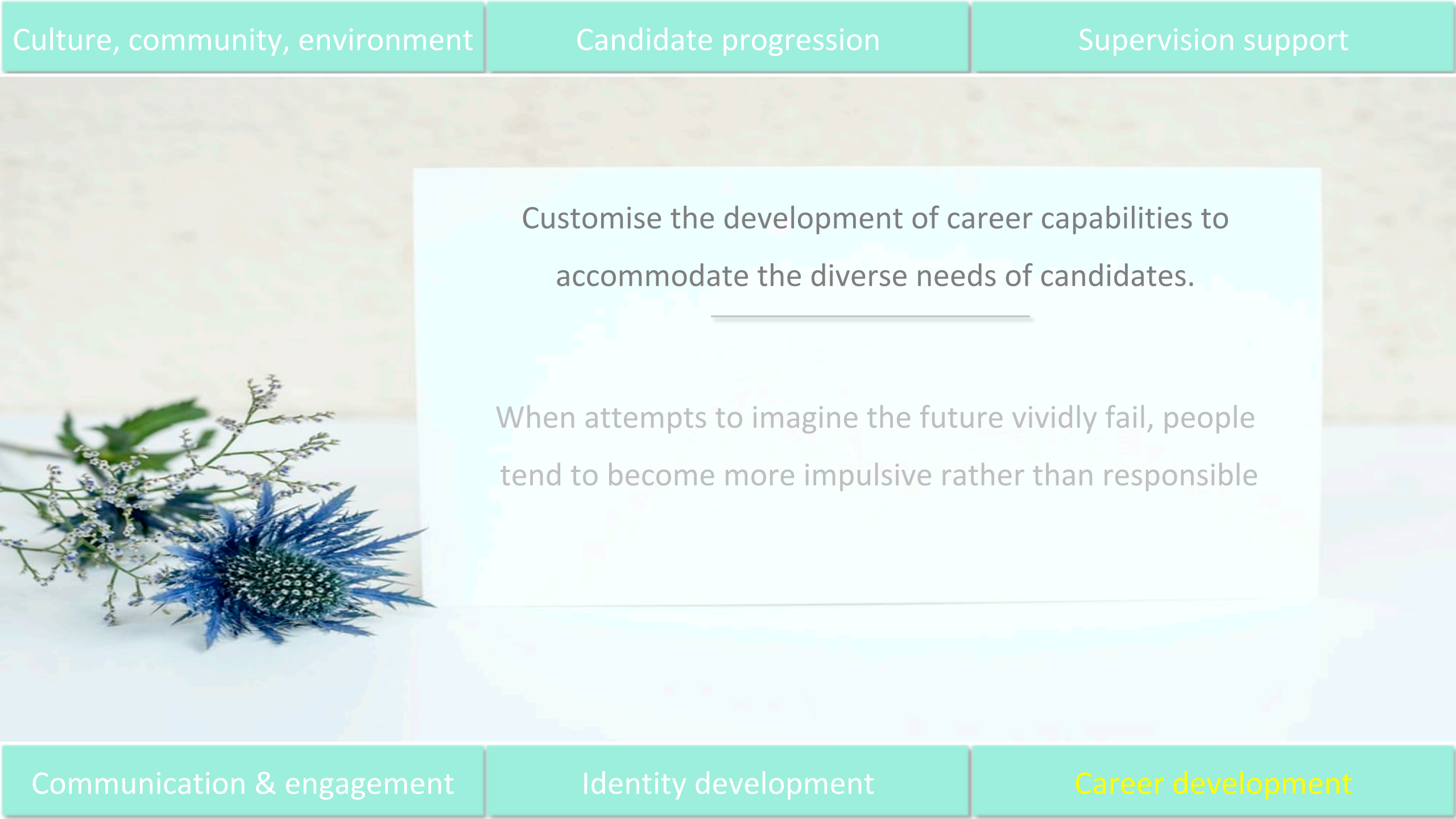


Provide candidates with professional learning opportunities to develop their identities from the beginning of candidature

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These opportunities can increase perceived workload--and this state amplified the emphasis on outcomes instead of learning





Customise the development of career capabilities to  
accommodate the diverse needs of candidates.

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When attempts to imagine the future vividly fail, people  
tend to become more impulsive rather than responsible