## Appendix C: Interview Questions for ECRs who have recently left research

* How many years post doc?
* Age
* Discipline
* Current workplace or work type
* Time since left university or research institute

What were the main reasons you moved away from academic research

What do you miss re academic research

What is good about your new work situation

What is different about your new work situation

Where do you hope to be in 5 years’ time?

Where do you expect to be in 5 years’ time?

During your time in academia, were you aware of people subjected to bullying and harassment?

* Were you subjected to bullying and harassment?
* Superiors or peers?

During your time in academia, were you aware of people committing data fraud?

During your time in academia, were you offered career planning either for life within academia or outside?

Did you take it up?

Were you offered professional development

Did you take it up?

what do you think it takes to be the person who makes it?