Hello all,

Welcome to the Summer 2018 edition of *The GradPost*!

If you are reading this, we hope that you are enjoying it outside on a nice sunny day!

Our team works very hard to put together a newsletter that brings together the postgraduate community. Whether through sharing your personal experiences, enlightening us with your inspiring research, or sharing your department’s upcoming events, this newsletter is made for you.

In the summer issue we bring you more from Melanie Lopez’s ‘Know your mind’ column, where she discusses ways to help you effectively focus, study, and remember material. Whether you are a Master’s student and need to study for exams or a PhD preparing for teaching, the brain hacks described in Melanie’s article might help.

Ben Steeden highlights his exciting research on leadership potential and pro-youth bias. Don’t forget to check the exhibition *Out and Proud* at the Templeman Gallery, described on page 5 and advice from Gandalf. Finally, have a look at why Megan Batterbee thinks you should get involved in *The GradPost*.

Don’t hesitate to share any ideas or articles you want to include with *The GradPost* via gradpost-submissions@kent.ac.uk

Enjoy your read!

The Editors

**Courtney K Allen**
PhD Social Psychology

**Kiia Huttunen**
MSc Social and Applied Psychology

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**KGSA update**

Exam term yays and nays

Yay to coffee, tea, and Deliveroo.
Nay to being broke because of Deliveroo.

Yay to having ‘one or two’ down the pub.
Nay to the hangover when ‘one or two’ turns to ten.
That paper won’t write itself.

Yay to finishing papers.
Nay to spending two hours referencing.
Nay to papers.
Nay to referencing.

Yay to the sunshine that comes to visit sometimes.
Nay to rain that visits more.

Yay to laughing at friends who turn bright red after 10 minutes in the sun.
Nay to being that friend. We laugh, but we do care.

Yay to the academic year drawing to a close.

Yay to learning something new.
Nay to having to learn something new.
Nay to referencing.

Yay to Gandalf, who graces Woolf College with his majesty.

Yay to mice, fish, birds, and fluffy pillows in Woolf Reception.
Nay to water, especially when it falls in evil droplets from the sky.

Yay to gaining Gandalf’s favour with treats and mentions in the media. (I humbly beg for good marks, you beautiful, insightful, magnanimous jungle king.)
Nay to fire alarms in the residence halls.
Nay to learning new techniques and using the shower.

Yay to Eurovision.

Yay to the sass machine that is Graham Norton. Your shade is always welcome.
Nay to lack of sleep or proper meals.

Yay to naps, planned or not.

Yay to those who contributed to the KGSA accommodation survey.

Yay to postgrad voices being heard.
Nay to how loud we’ve had to be.

Yay to crafting a brilliant and well-thought out thesis. You go, Glenn Coco.
Nay to being told it’s already been done.
Nay to referencing.

Yay to Netflix.

Yay to the strangers who pay for our Netflix accounts. You are the true heroes of this world.
Nay to disappearing down a 12-hour spiral of Netflix binging.

Yay to upcoming KGSA events – keep an eye on Facebook for deets.

...nay to referencing.

**Rowena Bicknell**
President of the Kent Graduate Student Association

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**Cover image**

Photo taken by Courtney Allen.
This photo was taken during the first walk of the Postgraduate Heritage Walks at Bigbury Camp.
Effective leadership in organisations is linked with improved performance, employee wellbeing, engagement, and innovation. In a challenging and competitive environment, identifying and developing the right leaders for the future can give an organisation the edge they need to succeed; so there is immense pressure to get it right. It’s no wonder that leadership is consistently one of the most important concerns for organisations around the world.

But – how do we identify our future leaders? Less than a third of organisations believe that they are effective in identifying their future leaders, and so there is now a growing body of research into the topic of leadership potential. One phenomenon highlighted in this research is the preference for potential, in which leadership candidates who are perceived as having leadership potential are preferred over candidates with proven leadership experience. The impact of this preference could be significant, with proven success and performance being discounted and rejected in favour of untested, unrealised possible ability.

This preference for potential appears to be driven by uncertainty, as the uncertain nature of potential is more cognitively engaging and attractive than the certainty of proven performance. However, age has also been suggested as a driver, with potential candidates being preferred as they are thought to be younger. As we all need to work for longer and the workforce is increasingly age-diverse, understanding a possible pro-youth bias is essential in ensuring we can all carry on leading fulfilling working lives into later life.

To address this issue, my research is exploring the extent to which the preference for leadership potential could be accentuated by a pro-youth bias. Initially I am investigating the leadership attributes that people associate with older and younger workers, and leadership potential and proven leadership performance, and also running focus groups to understand better what industry professionals are looking for when they identify their future leaders.

Initial results suggest a close relationship between the traits that people associate with younger leaders and leadership potential, such as being curious and willing to learn. Similarly, attributes such as being able to manage people and provide stability are associated with both older leaders and leadership performance.

The next steps in my research are to run CV studies, in which participants evaluate and choose from CVs with explicit and implicit measures of leadership potential or performance, and age. I am also working with the Psychology support team to develop a more immersive virtual reality experiment, which would be a new and innovative way of exploring leadership potential. The goal is to understand better how age and perceptions of leadership potential can affect leadership selection decisions, and to hopefully put forward and test an intervention that could address any unconscious biases that could stop us from selecting the best candidate for the job. I’m looking for participants at different stages of the research, so if you are interested in getting involved I would love to hear from you.

Ben Steeden
PhD Student, School of Psychology
The University’s LGBT+ Staff Network, in collaboration with Templeman Library, has curated an exhibition showcasing its role models and allies at the Templeman Gallery. The exhibition also features books from the Templeman Library about and by LGBT+ role models throughout the ages. Out and Proud, which opened on 17 May and will run until 6 July, aims to highlight the diverse experiences of staff on our campuses who share their stories to show the realities of being a queer person. From coming out stories to awkward conversations and incidences of discrimination and harassment, the exhibition is an honest representation of real people, from the harsh realities to the wonderful acts of solidarity and humanity within and beyond the LGBT+ community.

This is the first exhibition of its kind in the University’s history. Donations taken at the launch party went to supporting the charity School’s Out, which offers advice and education for young LGBT+ people and pioneered the acclaimed LGBT History Month.

The launch on 17 May marked International Day Against Homophobia and Transphobia (IDAHO-T), an annual worldwide celebration of sexual and gender diversity. The University also flew the various LGBT+ community flags across the Canterbury and Medway campuses throughout the same week to raise awareness and show support.

The LGBT+ Staff Network, which co-ordinated the exhibit, works with Kent Union’s LGBT+ student society to organise various events and meetings to support and highlight LGBT+ issues and people across the University, which included the innovative Researching the Rainbow Conference in February.

Co-curator Dr Christin Hoene, an academic in the School of English and the Chair of the Staff Network, said of the exhibition: “Role models challenge stereotypes, provide guidance and advice, and they are examples to all about being proud of who you are and overcoming prejudice and discrimination. Our network has such an incredible group of individuals who support each other and have a wealth of experience to share. Some of the stories are heart-breaking, others heart-lifting – that’s the nature of human experience, and we are so proud to invite everyone to share in ours”.

The exhibition will run until 6 July and further information is on the LGBT+ Staff Network blog page at blogs.kent.ac.uk/lgbtstaff. Entry is free, although you will need your student/staff card to enter the library as usual.

Kasia Senyszyn
Volunteer Management Officer
Philanthropy and Supporter Engagement
PG Minds

Feeling frazzled, run down or anxious?

Research and life stresses can take their toll on the mind and body. That's why the Graduate School, in conjunction with Student Support and Wellbeing, has launched its PG Minds initiative: an ongoing commitment to support postgraduate wellbeing, including a series of workshops for postgraduates to help maintain and promote a healthy outlook amidst work and life pressures.

Running throughout the summer, these workshops will explore self-awareness, motivation, meaning and purpose. We are also running a six-week mindfulness course (Wednesdays from 20 June).

To book any of these workshops visit Bloom at https://bloom.kent.ac.uk

For more information see: www.kent.ac.uk/graduateschool/pgminds.html

We would welcome your suggestions for other events or support (please email skills@kent.ac.uk)

Join the Big White Wall

The Big White Wall is an anonymous online wellbeing service offering peer support, self-help programmes, tools, and online therapy, and is available anytime, anywhere.

As the site is available 24/7, 365 days a year you can find support when you need it simply by logging on. The site is monitored by clinically trained ‘Wall Guides’ to ensure you feel safe and remain anonymous.

To register for Big White Wall today simply contact the Wellbeing Team at wellbeing@kent.ac.uk

www.big whitew all.com
It is that time of the year again when the library is full, the study spaces are taken, and time seems fleeting. We call this **finals**. Although studying for exams can be stressful, especially if you have multiple modules to learn, we need to remember that we will survive. Nonetheless, we all have that voice in our head that says, ‘How am I going to learn all of this information?’ Although it can be overwhelming, please do not fret. Instead, take a few deep breaths and follow these five brain hacks:

1. According to a meta-analysis in the British Medical Journal, 10-40 minutes of exercise can help improve concentration and mental focus. Others have found that even just 20 minutes of exercise before an exam can help improve your performance as well.
2. Carol Dweck, a psychologist, believes in having a ‘growth mindset’. This means believing that our intelligence or abilities are not fixed, but instead that they can be bettered through dedication and training. This change in mindset can enhance your learning experience.
3. Teaching another person your exam material (or pretending to) can help us learn. Scientists have found that ‘The Protégé Effect’, learning with the intention to teach others, helps us learn the material more thoroughly and recall it more accurately.
4. Learning new material in short bursts of time (30-50 minutes) can also aid learning. Experts believe that partitioning your learning allows your brain to retain more information. Ellen Dunn, a psychologist, points out that ‘anything less than 30 [minutes] is not enough, but anything more than 50 is too much information for your brain to take in at one time.’ Additionally, 5-10-minute breaks should be taken in between.
5. A study published in Psychological Science shows that taking notes by hand (the old-fashioned way) can help you identify important concepts and lead to better comprehension. On the contrary, typing notes on a laptop, although faster, can hinder learning, leading to mindless transcription.

Altogether, I hope that these tips and tricks prove useful during the following weeks. The next time you decide to study for your upcoming exam just remember to: adopt a ‘growth mindset’, learn the material in short bursts, take notes by hand, explain the material to a good friend over coffee, and go out for some exercise in the sun. Overall, remember to take it step by step.

I wish you all the very best!

**Melanie Lopez Perez**
MSc Developmental Psychology
Get involved

Write for The GradPost

The GradPost is a quarterly newsletter created by postgraduates, for postgraduates, designed to bring events, conferences and research to the attention of the wider community.

As the postgraduate community is so diverse in terms of subject speciality, age and interests, it allows The GradPost to incorporate a broad spectrum of perspectives within our pages. Writing for The GradPost gives you the opportunity to bring your research to a wider audience. We hope to encompass the entire Kent community, both from the UK campuses and globally.

We want to keep our editions relevant and interesting to our readership, and to do this we need your help. Contributions from a wide range of disciplines will mean that we can continue to provide a diverse range of articles from various fields. Whether you wish to publish later in your career or not, contributing an article or idea to The GradPost gives you the chance to share your interests and research focus. Our scope could not be broader: if you find something interesting, so do we.

Even if writing articles isn’t for you, we have various positions in editing, sub-editing, proofreading and photography. All are equally important to maintaining the quality of our articles, layout and design.

I first joined The GradPost to gain experience in the editing process, to meet new people and to become involved in a community outside of my academic field. I regretted not being involved in extra-curricular clubs and societies during my undergraduate study and saw joining The GradPost team as an opportunity to establish a life outside of my PhD research that I could find inspiring and rewarding. I have expanded my horizons to writing and am responsible for one of the regular features. I enjoy the refreshing nature of writing about something new in every issue, and the incentive of writing for an audience challenges me to improve. The process of creating an edition is extremely rewarding throughout, and seeing the finished printed issue is incredibly satisfying (especially when we see someone reading the sections that we write!)

We aim to show what the University can do for its postgraduate cohort, and how we can integrate ourselves into the University of Kent experience in the best way possible.

If you want to get involved, please contact our team by emailing thoughts, ideas, articles – anything you think will benefit our future editions – to gradpost-submission@kent.ac.uk

We hope to hear from you soon!

Megan Batterbee
GradPost Team
PhD English

Hey Gandalf,
How’s the weather down there? Tell me your summer plans or what you like to do when the weather is nice.

Anonymous

Hey,
Well, the weather down here is probably a lot cooler than it is up there. Heat rises, you know! I always love the summer because that means I can spend less time stuck in Woolf Reception and more time roaming outside. Sometimes you can catch me cooling off in my house, or you may see me relaxing in the shade by Block C.

For summer, I like to go on little hunts or just explore the college – when the weather is nice I take advantage of it, really. You may notice that like me, more and more students are leaving the comfort of their rooms and venturing out into the British sun. I have a few tips for students as it gets warmer out. Make sure you drink plenty of water every day – it’s best to carry a reusable water bottle around with you, or buy one and fill it up. This cuts down on waste and is cost effective!

Also, remember to wear sun cream, especially on sunny days when you spend long periods of time outside, but even when it’s cloudy! You have more coverage from the clouds, but you can still get sunburnt, so make sure to protect your skin. Lastly, there are lots of cool spots to hang out and relax around campus including the hill by the Tempeleman or the multitude of picnic tables on campus. I hope you enjoy the weather, and happy summer from me to you!

Gandalf

Hey Gandalf,

My neighbours in Woolf College often let their room doors slam. This really annoys me. I tried to talk to them and to the University but the situation didn’t improve much. Can you offer any advice?

Anonymous Woolf resident

Thanks for writing to me. From what I hear, you are not alone and this is a common issue in Woolf that is currently in the process of being resolved. If this is causing high levels of stress, then you should contact RSOwoolf@kent.ac.uk and it will be taken up by the Master’s office. Perhaps, if need be, you can be moved to a quieter block.

Gandalf

Do you have a question about Kent life or need Gandalf’s advice? If so, send him an email at gradpost-submissions@kent.ac.uk with “Hey Gandalf” in the subject line.
What’s on

Got spare time or need a break? *The GradPost* team recommends these events...

**Baldwin & Guggisberg: Under an Equal Sky**
26 May – 10 Nov 2018  
Canterbury Cathedral  
Canterbury Cathedral will be home to a new commission of large-scale glass installations by international artists Baldwin & Guggisberg. Commemorating the 100th anniversary of the end of the First World War, *Under an Equal Sky* will take the viewer on a journey that begins with 100 glass amphorae suspended in the shape of a ship and ends with a glass wall of multi-coloured vessels.

**Chorale Concert – King Arthur**
1 Jul 2018  
Boughton Aluph Church, Church Lane, Boughton Aluph  
Presented by Stour Music Festival of Early Music, Purcell’s *King Arthur* contains some of the composer’s finest and most memorable music.

**Brick History: Walk through history in LEGO® Bricks**
6 Jul – 16 Sep 2018  
The Historic Dockyard Chatham, Main Gate Road, Chatham  
Journey through pivotal moments in world history, modelled in LEGO® bricks by Warren Elsmore and his team of artists. Forget dry lists of kings or endless battles – this is history brought to life featuring key figures from Mozart to Martin Luther King, scientific discoveries from the Big Bang to DNA, and recent history from mobile phones to the moon landings.

**The Taylor Wessing Photography Aware Exhibition**
6 Jul – 6 Oct 2018  
The Beaney House of Art and Knowledge, Canterbury  
The Taylor Wessing Photographic Portrait Prize is the leading international photographic portrait competition, celebrating and promoting the very best in contemporary portrait photography. Loained from The National Portrait Gallery.

**Whitstable Choral Society: Summer Concert**
14 Jul 2018  
Colyer-Fergusson Hall, University of Kent, Canterbury  
The choir has established a reputation for performing an extensive repertoire of choral music. The summer programme will include works popular with a wide audience. As usual it will be under the leadership of the Music Director, Dr David Flood, and will include soloists and an orchestra.

**RSC Live: Romeo and Juliet**
18 Jul 2018  
Gulbenkian Cinema, Canterbury  
The most famous story of love at first sight explodes with intense passion and an irresistible desire for change, but leads all too quickly to heartbreaking consequences.

**Westgate Hall Market**
21 Jul, 18 Aug, 15 Sep 2018  
Westgate Hall, Canterbury  
An indoor market of local food and drink vendors as well as different craft stalls.

**Marlowe Comedy Festival**
23-29 Jul 2018  
Marlowe Theatre, Canterbury  
A celebration of all things funny – our inaugural Marlowe Comedy Festival takes place in July 2018. Featuring some of the world’s biggest comedy names alongside some of the most exciting up-and-coming stars of the future, there’s plenty in the line-up to make you chuckle.

**On Horseback from Canterbury to Rome: Mefo Phillips**
26 Jul 2018  
Waterstones, Rose Lane, Canterbury  
The extraordinary Mefo will talk about her epic ride from Canterbury to Rome. Her Appaloosa horse Leo will visit the shop in the afternoon! Don’t miss this unprecedented equine happening!

**Austentatious**
29 Jul 2018  
Marlowe Theatre, Canterbury  
*Austentatious* is an improvised comedy play starring a cast of the country’s quickest comic performers. Every single show the cast conjure up a brand new ‘lost’ Jane Austen novel based on nothing more than a title suggested by the audience.

**bOing! Kent’s International Family Festival**
25-26 Aug 2018  
Gulbenkian, Canterbury  
bOing! is a brilliant weekend of performance and creativity for all ages. Performers and artists come from across the world, creating unforgettable festival experiences for over 10,000 people each year. bOing! is free to enter (plus free parking!) and everyone is welcome.