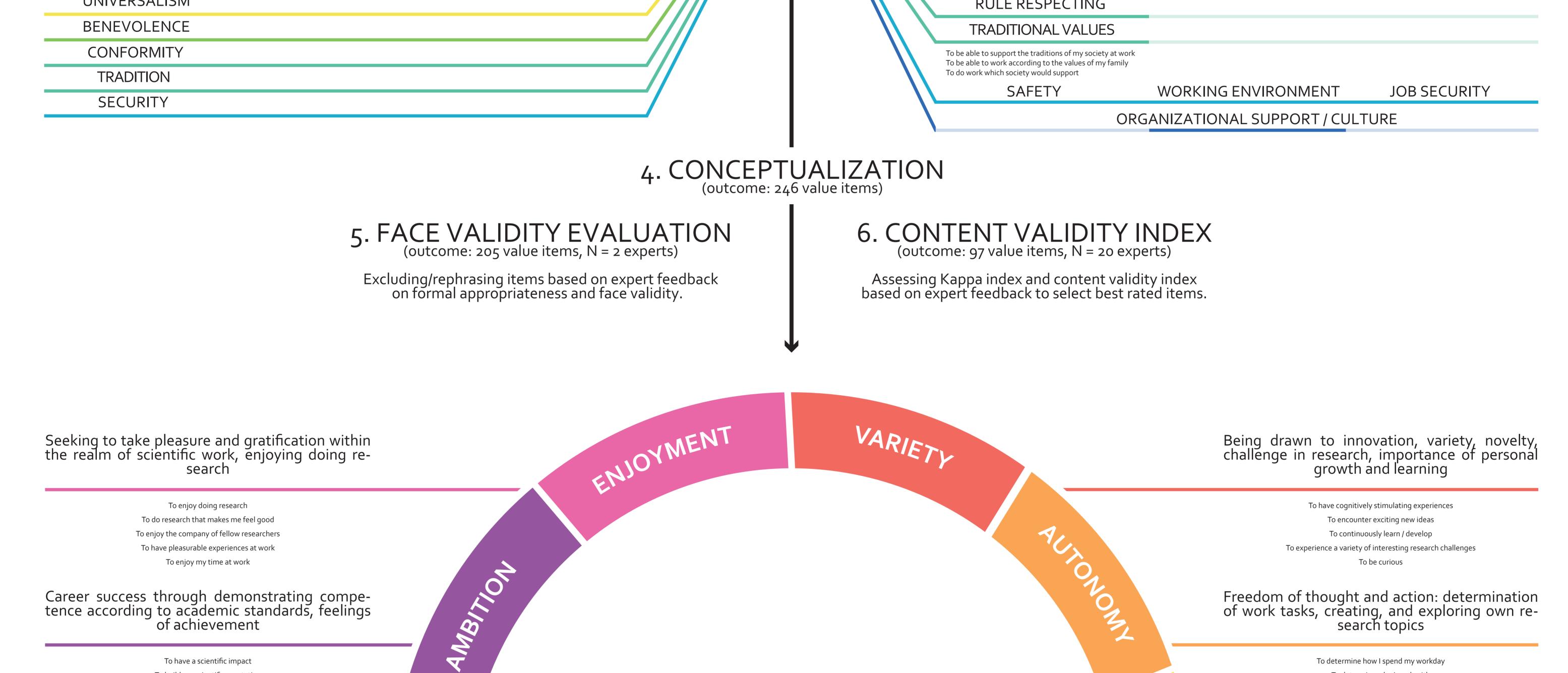
1. INTERVIEWS 2. SURVEY based on personal values based on interview results			_ 3. INSIGHTS FROM OTHER VALUE MEASURES based on work values		
Schwartz Value Survey Schwartz (1992) (57 value items, N = 6)	Rate of participants answering value is at least "more or less likely" relevant for scientists (60 value items, N = 255)		Values at Work Albrecht et al. (2020) (52 value items)	Work Values Leuty & Hansen (2011) (57 value items)	Values in Scientific Work English et al. (2018) (35 value items)
POWER	10% 20% 30% 40% 50% 60% 70% 80% 90% 100%		AUTHORITY	OPPORTUNITIES FOR INCOM	E INCOME
AUTHORITY (the right to lead or command) PRESERVING MY PUBLIC IMAGE (protecting my "face") SOCIAL POWER (control over others, dominance) SOCIAL RECOGNITION (respect, approval by others)	PRIVATE IMAGE (preserving one's private image) SOCIAL POWER (control over others, dominance)		To have authority over limited resources To have authority over other people To have authority over other people's work programs To make decisions about who does what To determine how money is spent AMBITION	Provides the opportunity to earn a high income My pay would compare well with that of other workers Receive pay raises that keep me ahead of the cost of living AND STATUS	It is important to her/him that she/he is paid a lot She/he is always seeking ways to generate new income Earning a good salary is important to her/him She/he measures success by how much her/his salary increases each year She/he would take a new job if it offered a significantly better salary
WEALTH (material possessions, money)	-SCIENTIFIC RECOGNITION (respect, attention for my research) -WEALTH (material possessions, money) -FUNDING (money for research)		To be ambitious To advance my career To get promoted To be seen to be successful To increase my earning power ENJOYMENT	I could tell people what to do Requires supervising others Know that others think my work is important I could be "somebody" in the community Permits advancement to high administrative responsibi Is respected by other people	She/he is always working to keep her/him research projects fully funded
INFLUENTIAL (having an impact on people and events) —	AMBITIOUS (hard-working, aspiring) and an an impact on people and events) -INFLUENTIAL (having an impact on people and events) -IMPACTFUL (having a scientific impact) and an an		To enjoy my time at work To have pleasurable experiences To do things which make me feel good To have fun VARIETY	HAVING CHALLENGING WORK / COMPETENCE	INNOVATION AND GROWTH
INTELLIGENT (logical, thinking)	INTELLIGENT (logical, thinking)		AUTONOMY	AUTONOMY	AUTONOMY
SUCCESSFUL (achieving goals)	SUCCESSFUL (achieving goals)		SOCIAL JUSTICE ENVIRONMENTAL SUSTAINABI	LITY	SOCIAL IMPACT RESEARCH ETHICS
ENJOYING LIFE (enjoying food, sex, leisure, etc.) PLEASURE (gratification of desires) SELF-INDULGENT (doing pleasant things) STIMULATION SELF-DIRECTION UNIVERSALISM	SCIENCE (enjoying doing research) and an		To make the world a better place To make the world a fairer place To support people who are disadvantaged To contribute to improving society To protect the environment To contribute to environmental sustainability HELIPING AND SUPPORTII	NG RELATIONSHIPS (It is important to her/him that research helps to solve realworld problems Doing research that improves the lives of others is important to her/him She/he believes that researchers should disclose all foreseeable risks to participants She/he regularly verifies the accuracy of her/his data COLLABORATION



Career success through demonstrating compe-tence according to academic standards, feelings of achievement

To have a scientific impact To build my scientific reputation To advance my career

To be capable

To get recognition for the work I do

Scientific status, prestige, control over other re-searchers / resources, having a good public image as a researcher

To be respected as a researcher To lead a research group To have authority over research funds To lead a prestigious research group To get respect and attention for my work

Fairness, support, and clarity within the research organization

To be clearly informed about the rules and my obligations To work at a university that administers its policies fairly To feel supported by the university I work at To have a manager/supervisor who treats me well To know that the university handles work-related processes fairly

Safety and comfort within working and scientific environments, job security

To work in a safe environment To not be required to engage in actions I deem unethical or illegal To have a healthy work-life balance To have job security To know that I will have a job in five years

ACADEMIC RESEARCH VALUES

Freedom of thought and action: determination of work tasks, creating, and exploring own re-search topics

To determine how I spend my workday To determine who I work with To be able to direct my own research To try out some of my own ideas To define my own scientific aims

Valuing ethical research with positive social impact, contributing to sustainability, toler-ance, preventing misconduct

To protect scientific integrity To better the world with my research To make sure that the outcomes of my research do not have harmful consequences for nature To be willing to consider other scientific perspectives To regularly verify the accuracy of my data

Being committed to the welfare of other re-searchers, valuing relationships and dependa-bility in research communities

To help the people in my research community To not harm people I work with To be considered a dependable and trustworthy colleague To be on good terms with colleagues To be supportive of colleagues

Conformity to social and scientific norms and codes of conduct, restraint of actions that might upset others, respect of scientific traditions

To conform to scientific norms To have people within my research team get along well To respect and follow well-established methodological norms To stay informed about changes in codes of conduct To work with researchers who respect scientific norms

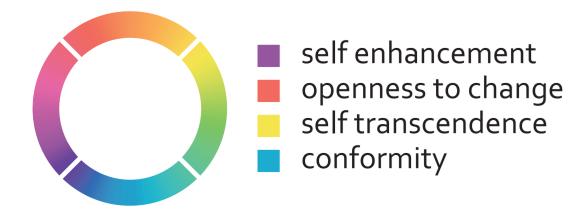
► AIM

In this study we draw on personal and (sci-entific) work value theories to analyze the values that might influence the research-re-lated attitudes, decisions, and actions of re-searchers.

▶ BENEFITS

AUTHORITY

Gaining a better understanding of research-ers' values may help improve scientific ca-reers, diversify academic workforces, and elucidate mechanisms leading to good and questionable science.



► METHODS

To conceptualize academic research values, we integrated theoretical insights with in-terview and survey results as well as expert judgements (see steps 1 through 6).



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► RESULTS

Academic research values are principles which serve as a basis of evaluating outcomes of scientific work-related actions, guide the selection of scientific work goals, and represent the relative importance assigned to various academic job aspects related to research activities. We prepared 97 items spread through 10 dimensions for further psychometric testing.

► NEXT STEPS

Next, we will continue with explorative psychometric evaluation with a larger sample. Full scale validation is an ambitious next step, especially if we aim to represent values relevant to a diverse set of researchers with different backgrounds in terms of discipline, academic status, gender, age, nationality and ethnicity, culture, and so on. While such efforts will be labor-intensive and expensive, the return of this investment for funders seems worthwhile.

Academic Research Values: Measurement development from conceptualization to validation

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ENVIRONMENT



UNIVERSALISM