

# Women in Science: Shaping the Future of Science

*An initiative by the Equality, RRI, and Non-Discrimination Committee to showcase the talent and journeys of our female CINBIO-researchers.*

## Instructions

Please choose your 10 favorite questions from the 5 blocks below (**at least 1 question per block**). It is highly recommended to answer question 28 (block 5).

## Basic Information (Mandatory)

- Full Name:
- Current Position and Research Group:
- Academic Background (Degrees, PhD, etc.):
- Place of Birth/Origin:

## Digital Information

 Photography: We would like to have an "in action" photo in the laboratory or at your workspace to accompany the interview.

 Social Media Usage: For BlueSky/X or Instagram.

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## Block 1: Motivation and Origins

1. When did you decide you wanted to be a researcher? Was there a specific "Eureka" moment?
2. What drew you to science instead of other disciplines?
3. What fascinated you most about the natural or technical world when you were a child?
4. If you could travel back in time, what advice would you give your younger self at the start of your career?
5. What were your expectations about a career in science, and how have they changed over time?

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## Block 2: Research Work and Social Impact

6. What is your current field of study, and what is the most exciting part about it?



7. How would you explain your current project to a 10-year-old?
  8. What do you believe will be the most significant milestone in your field over the next decade?
  9. What direct or indirect benefits does your work provide to society?
  10. How do you handle frustration when an experiment or a grant proposal doesn't go as planned?
  11. What do you consider your most important scientific contribution to date?
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### Block 3: Role Models and Mentorship

12. Did you have any role models (family, teachers, historical figures) who influenced your path?
  13. From your current perspective, has your view of those role models evolved or changed?
  14. Do you think the historical lack of female role models in textbooks affected your generation?
  15. Do you have a mentor today, or do you act as one for younger researchers?
  16. How important is science communication (outreach) in creating new role models for the next generation?
  17. Is there a specific quality in one of your mentors that you try to emulate in your own work?
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### Block 4: Career Path and Gender Equality

18. What were the biggest obstacles (administrative, social, or personal) you faced in your career?
19. How do you balance your personal/family life with the high demands of a research career?
20. What urgent changes do you think the scientific system needs to become truly equitable?
21. Regarding the "gender awakening": Was there a specific moment when you became aware of gender bias in academia? What was the trigger?
22. Have you ever experienced "Imposter Syndrome"? How do you cope with it?
23. Do you notice differences in leadership styles between men and women in science?
24. What has changed (for better or worse) in the PhD process since you completed yours?



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 Block 5: Future Vision and Inspiration

25. How would you encourage a young girl who is hesitant to choose a STEM career because it seems "too difficult"?
26. Please summarize your research trajectory in 10 lines to serve as a roadmap for others.
27. In your opinion, what qualities define a "great scientist" in today's world?
28. Provide a personal quote that highlights the value of women in research.
29. If you weren't a scientist, what other profession do you think you would have pursued?
30. Is there a specific study or discovery by someone else that made you think: "I wish I had authored that"?

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