

Theoretical Category 10: Fears and Feelings

Themes	Description	Interview Quotes
Making excuses (linked to research capability and perceived lack of time)		<p>“But I knew, sometimes in life, you know, you’ve got to just stick your neck out and really try your best. You got nothing to lose by doing this and sometimes you will look stupid, well does it really matter at the end of the day?” (Interview 10)</p> <p>“It is and also just having that willingness. Just stand up and admit where you’re best fit. You know, one of the things I learned early on was that I felt I should be superwoman you know, from day one. And people, I thought, people expected that. You’re a consultant now so, you’ve got to be as good at the job. You’ve got to be this and that and the next thing. And I would almost be frightened to admit certain things I didn’t know or couldn’t do. It takes focus on what, you know. How can you call yourself a consultant? You know the stupid things I would put myself through...” (Interview 05)</p> <p>“I can see how somebody can get completely burnout doing this work... But again, it’s all things to all people and you know, the straw that broke the camel’s back and all of that really.” (Interview 09)</p>
Defensive (linked to clinical role)		<p>“I have to fight very hard for everything.” (Interview 01)</p> <p>“So, I’ve had to fight my corner. I’ve had to justify why, why you’re doing Masters? Why you do this? Why I want to go to that conference? I’ve had to justify over a number of years. So, you get very used to having your side of the argument ready before you’re even asked about it.” (Interview 07)</p> <p>“Well, if they had been put into that role and that they’re given time and encouragement to do their different domains, it’s totally different, isn’t it to where I’ve come from? (Interview 19 – anti research domain)</p> <p>“We have to fight, well, we have to fight for it (research time).” (Interview 23)</p> <p>“That’s not easy. Because you’re challenged in all sorts of levels. And you know, some of these people don’t like to hear ‘no.’” (Interview 23)</p>
Apologetic (linked to clinical role)		<p>“I’m kind of reluctant in a way and I feel it to be a bit of a failing. I feel...I think I’ll kind of look back and think, “Well, I missed an opportunity there. Maybe I’ll do one in the future. I don’t know.” Maybe I’m too old now.” (Interview 16 – anti research domain)</p>
Concerned (linked to research capability)		<p>“But so it’s just so frustrating.” (Interview 03)</p> <p>“And my underlying horror or panic is that somebody will come along and say, oh, I don’t know if you’re working to your job description. I think we’ll try and change your grade.” (Interview 04)</p>

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		<p>“I do want to do it (research). I just don’t know how to do it properly.... I do want to do it properly. I don’t want to do a piece of work if I think I’d do it all wrong.” (Interview 21)</p>
<p>Feelings of inadequacy (linked to research capability)</p>		<p>“...if we’re going to call ourselves leaders and consultants and all that then it’s important to confront areas where we feel we lack of confidence.” (Interview 05)</p> <p>“I’d like to think I’m kind of a professional. ...But equally I don’t think what I find quite nervous because I’ve only been in the job a couple of years, I think people have this idea that you’re an expert in absolutely everything, and there’s definitely gaps in my knowledge. “ (Interview 06)</p> <p>“Because I felt obliged to go on it (research study day). But I didn’t say anything because I didn’t know anything about research so I kept my mouth firmly shut that day.But sometimes I think... well, I haven’t got a Masters. Other people have got their Masters. Have I slipped in here under the radar or...” (Interview 19 – anti research domain)</p> <p>“I’m not saying I couldn’t do it (research lead) but I would find it quite intimidating, quite daunting. And I would find it, you know, I would probably find it quite challenging.” (Interview 23)</p>
<p>Isolated (linked to support and research collaboration)</p>		<p>I’ll be interested actually to see if everybody is having the same experience (Laughter) that I am because we are very isolated. “ (Interview 09)</p> <p>“So I think there’s a risk of people kind of going...pushing themselves a bit too far really....with this role because it is unique and you are isolated.” (Interview 09)</p> <p>“Yeah, I think the risk case is that people are going to feel like they sort of failed for not fulfilling their role but actually, what are they being asked to do is impossible.” (Interview 09)</p> <p>“It’s too hard, you know. I don’t think I’m...I don’t think I’m particularly, you know, a weak person, but I just find it too hard and, you know, I wouldn’t encourage it. ...Lonely roles.” (Interview 11)</p> <p>“Insular. I’m afraid we still are seen...I mean, it is very interesting being outside because you do see a different perspective and we’re off in this very, very insular.” (Interview 11)</p> <p>“You’re suddenly this isolated and responsible person.” (Interview 13)</p> <p>“Well, I think we’re all very isolated in our roles.” (Interview 13)</p> <p>“I think that’s one of the big things about research, it is quite a lonely occupation.” (Interview 15)</p>

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		<p>“It’s basically been about me settling down although I’ve been here for quite a long time. Certainly I am now on my own. Whereas before I could more freely ask advice. I can still ask advice. We work like a team. But obviously now, I don’t want to be asking very often so it’s my own decision all the time and feeling happy about myself in what I’m doing before I can go and impose myself...” (Interview 129 – anti research domain)</p> <p>“That is one of the hard things about doing the consultant thing is that you are fairly out there on your own. It’s hard especially when it’s new.” (Interview 23)</p> <p>“Very isolated. Very isolated.” (Interview 24)</p>
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