

# Large grants proposals development: making dreams come true

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**OBJECTIVES:** Assess and compare sources of stress and ways to alleviate stress during large grant proposal preparation for investigators and research developers (RDs). A large proposal is defined here as a proposal with multiple collaborators and over a couple of millions \$ value.

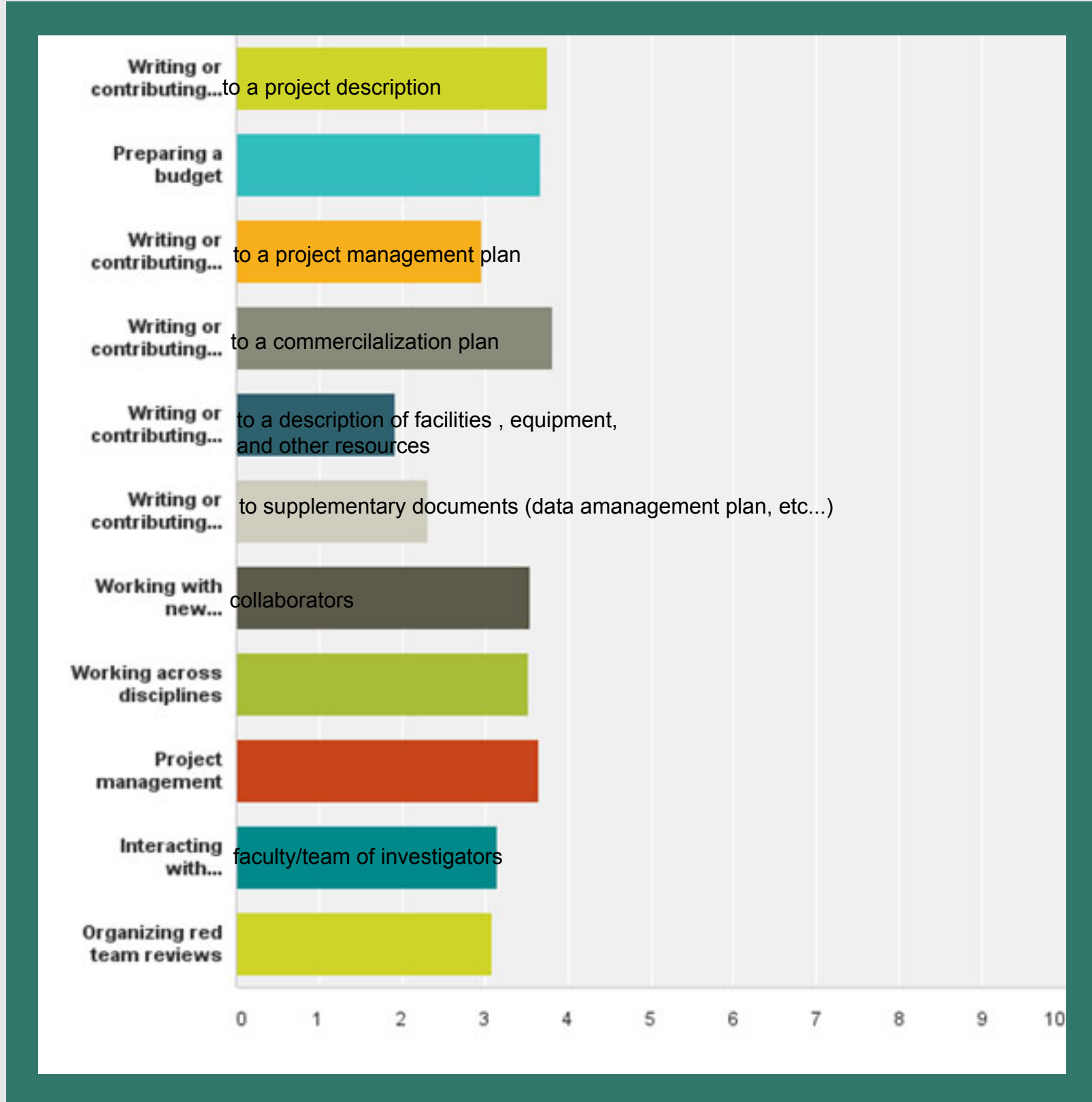
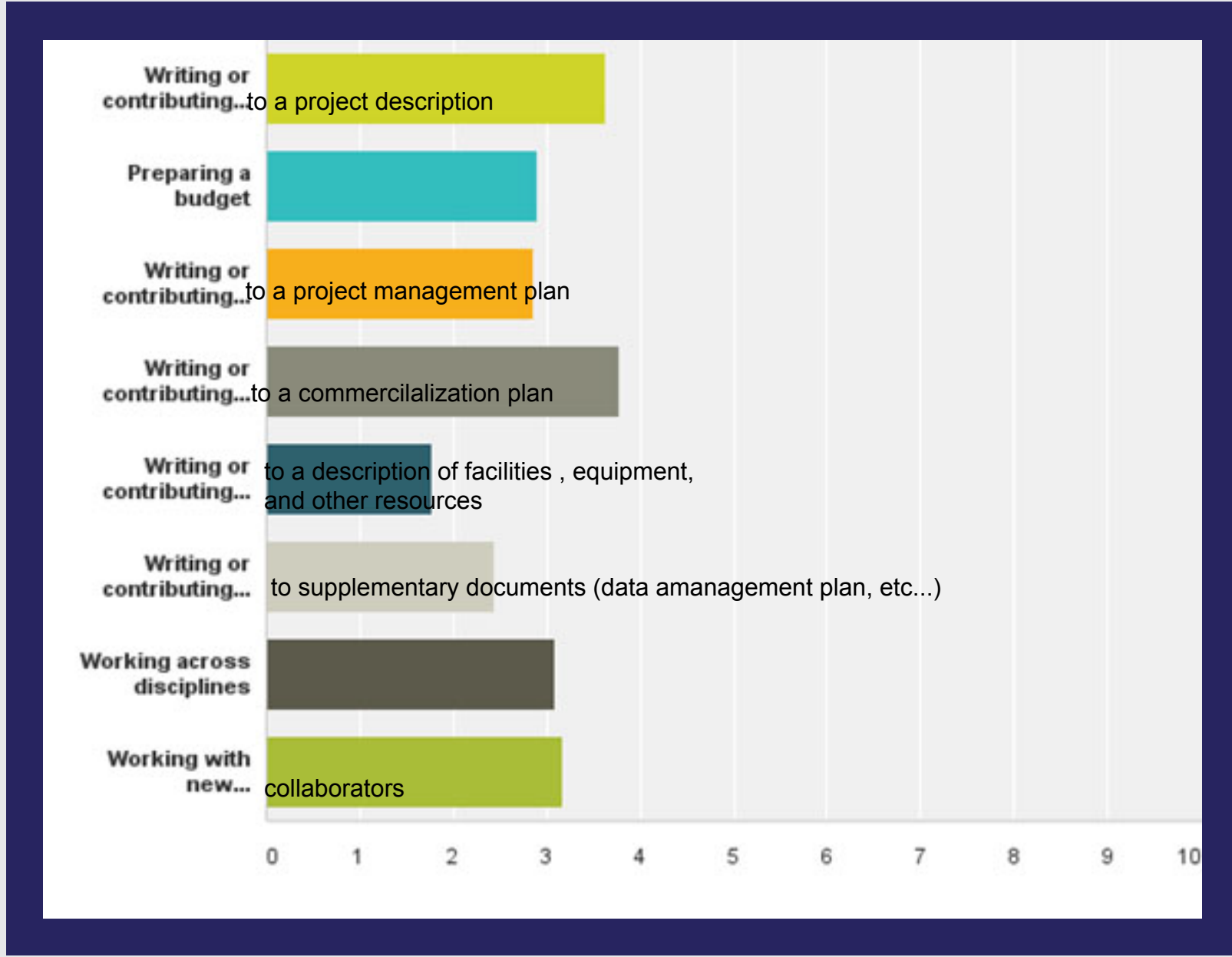
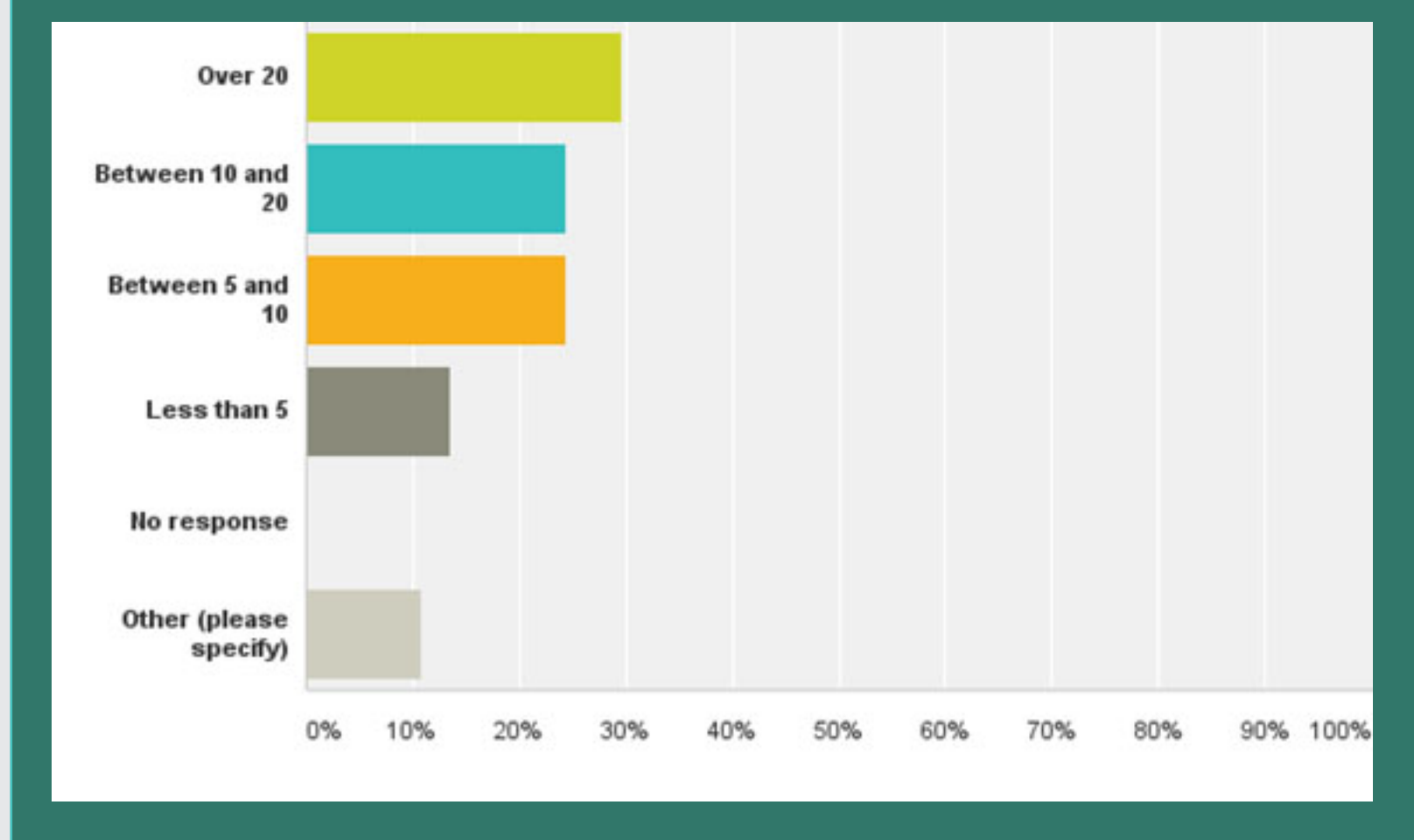
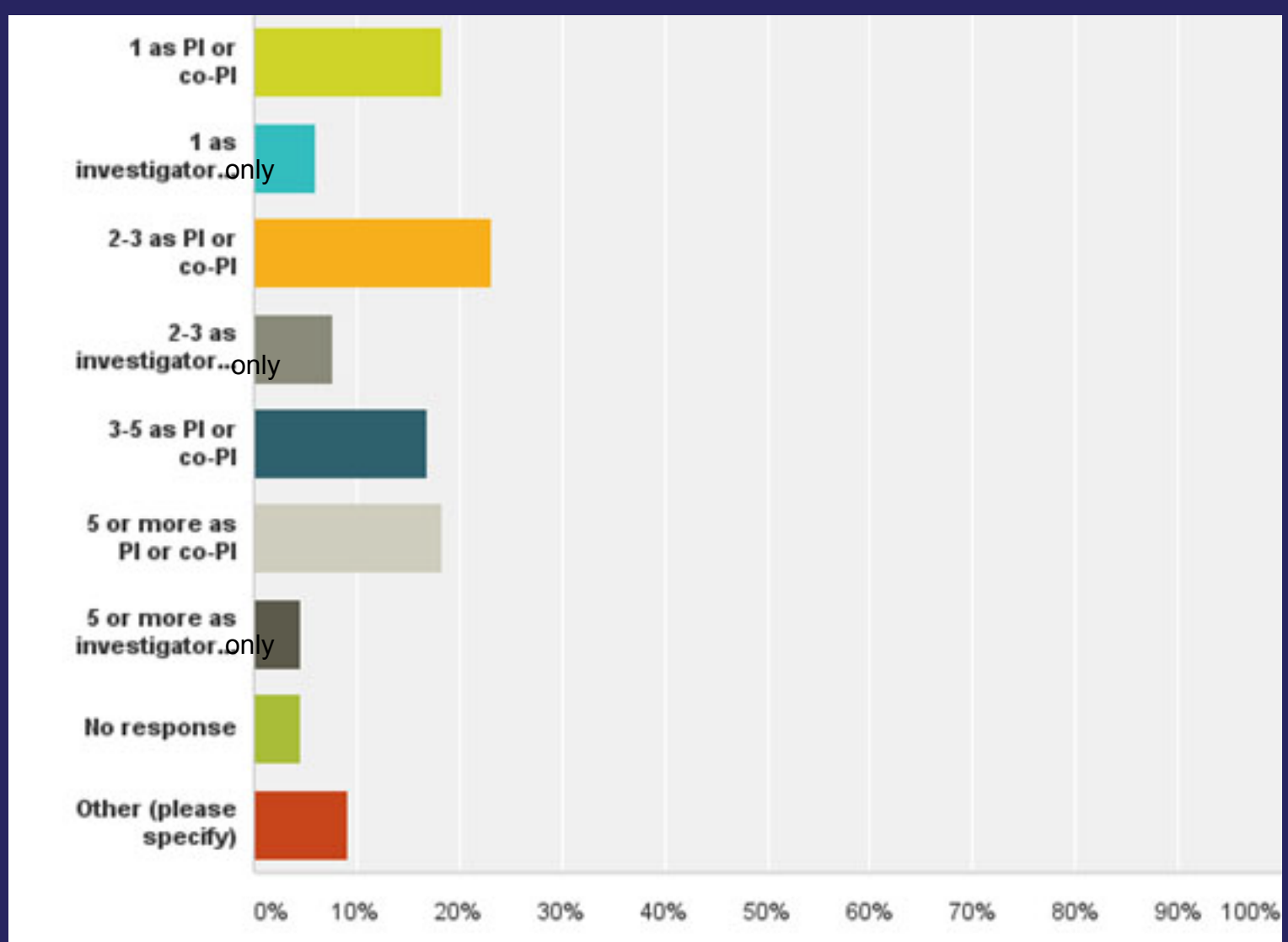
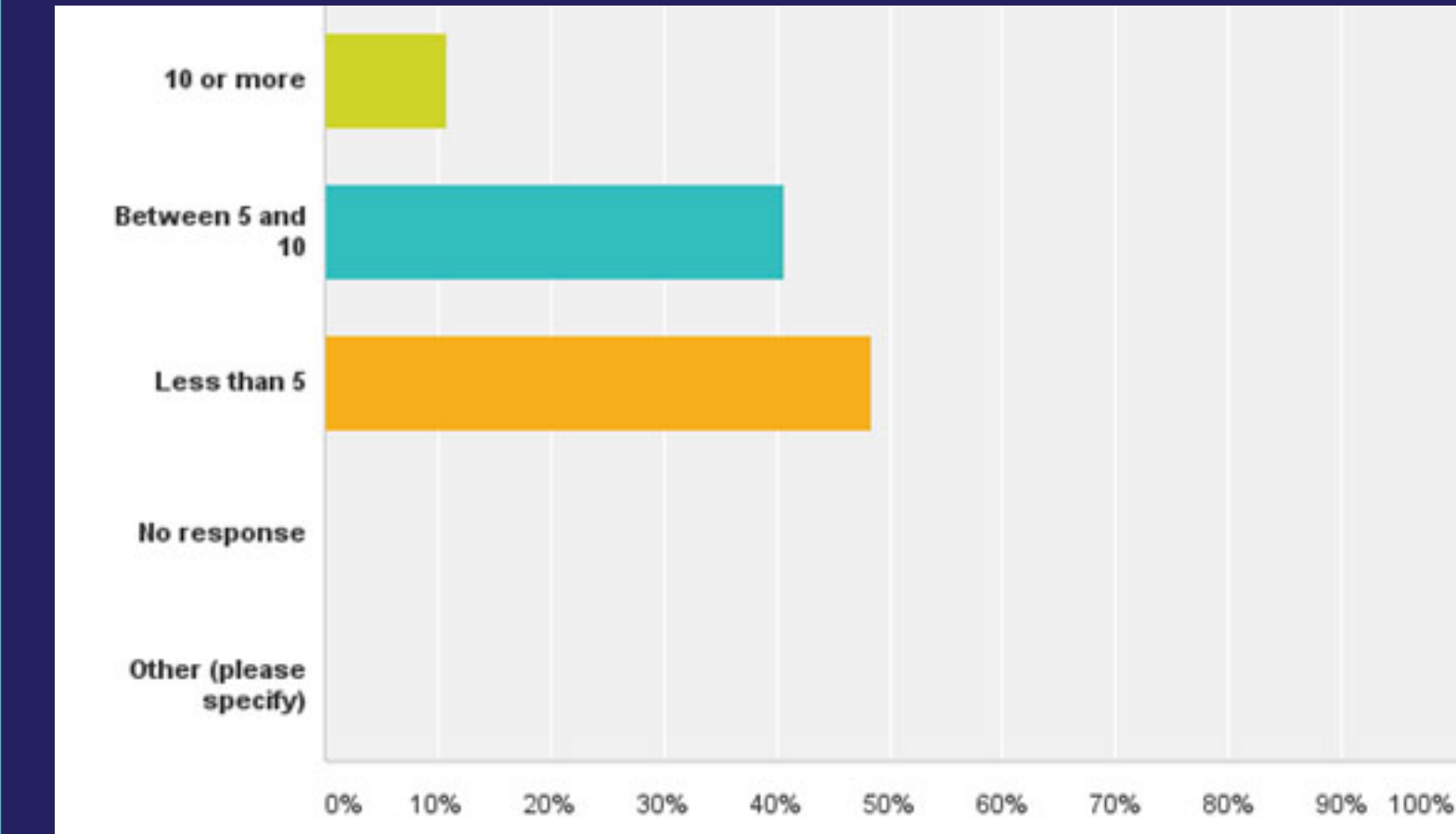
**APPROACH:** Survey investigators and RDs

**RESULTS:** Responses: **Investigators (n=65)** **RDs (n=37)**

## Skill level/Experience

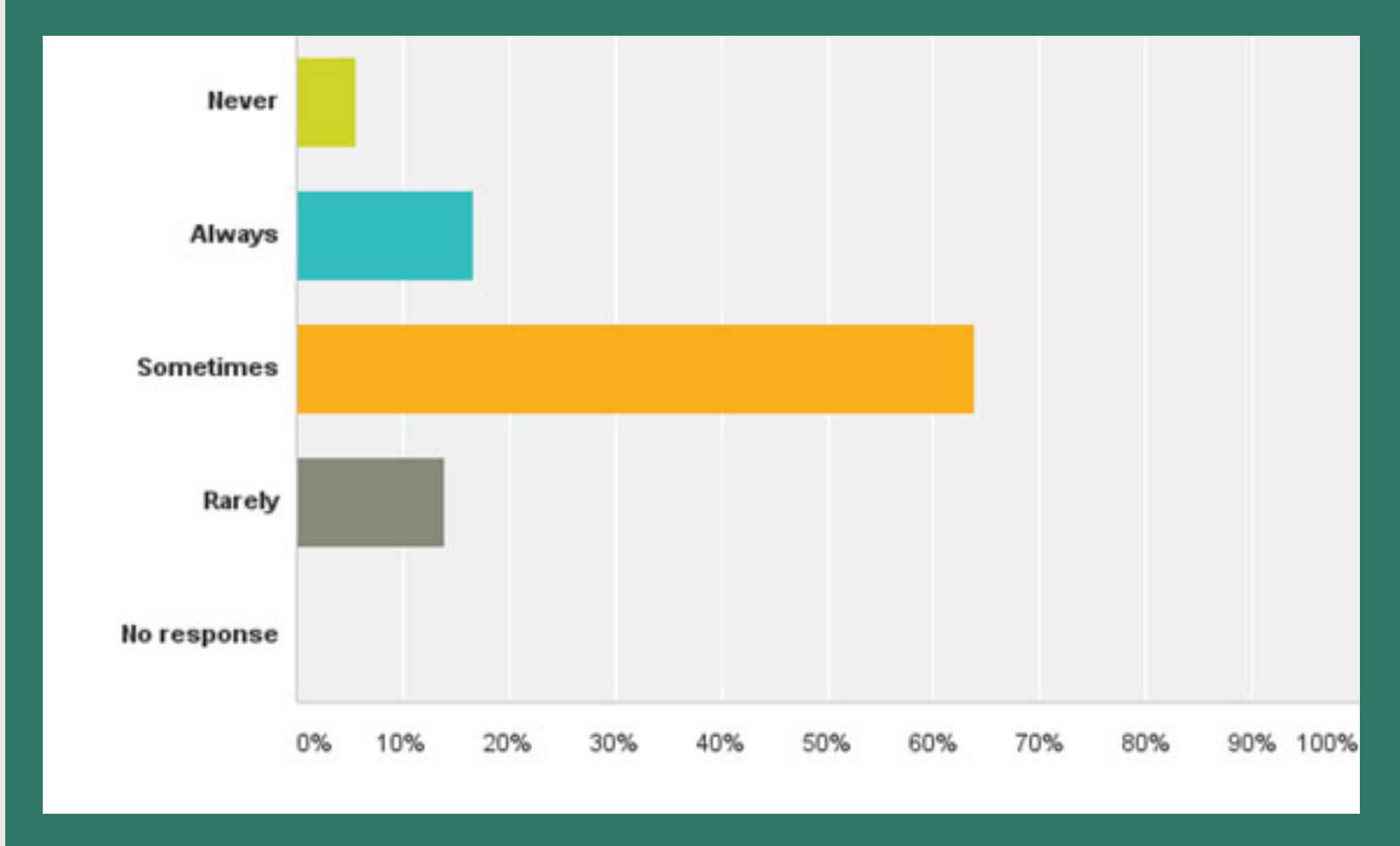
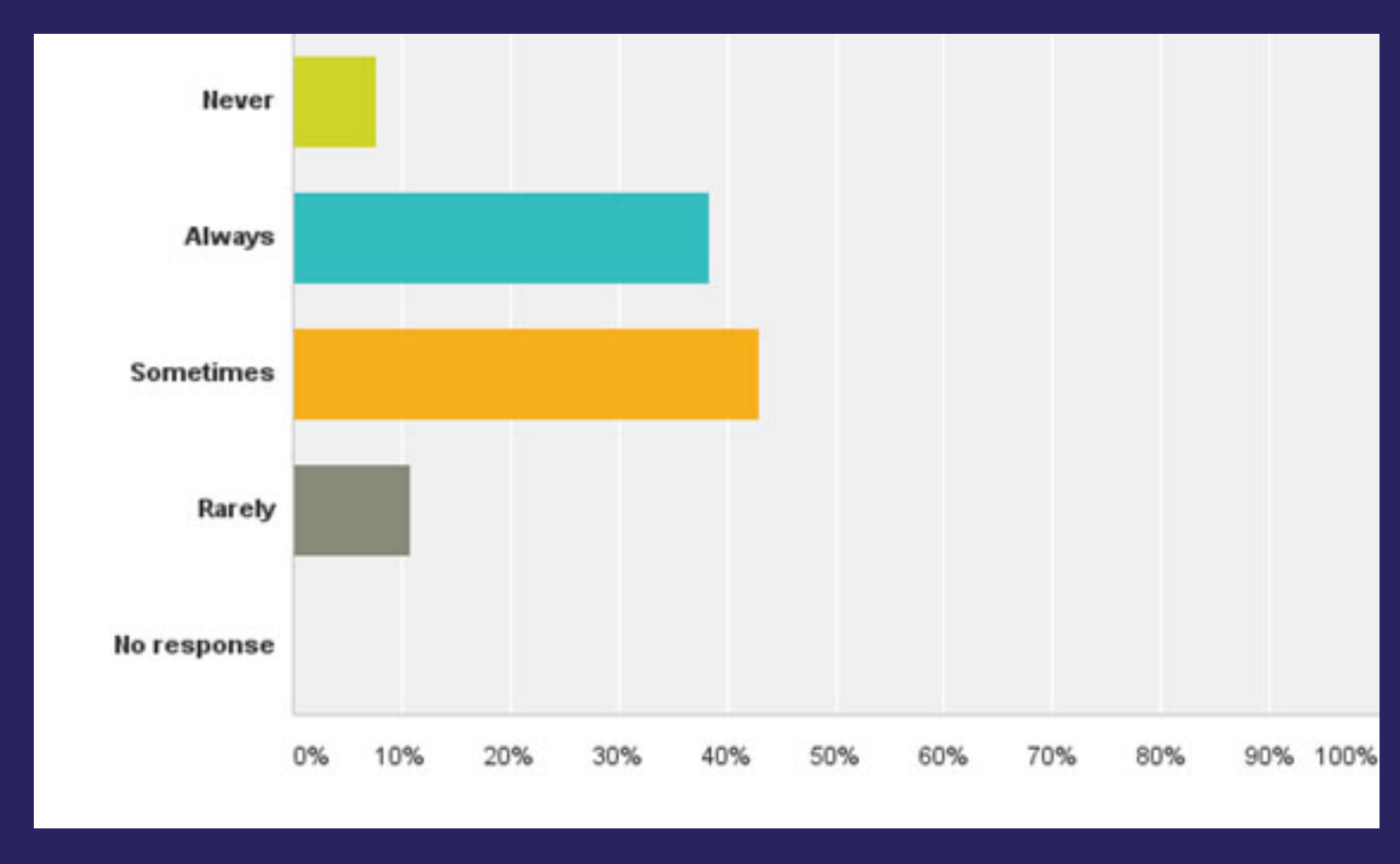
How many grant/contract proposals do you submit on average per year?

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## Trait anxiety

Would you say that working on grant makes you anxious?



## Personality

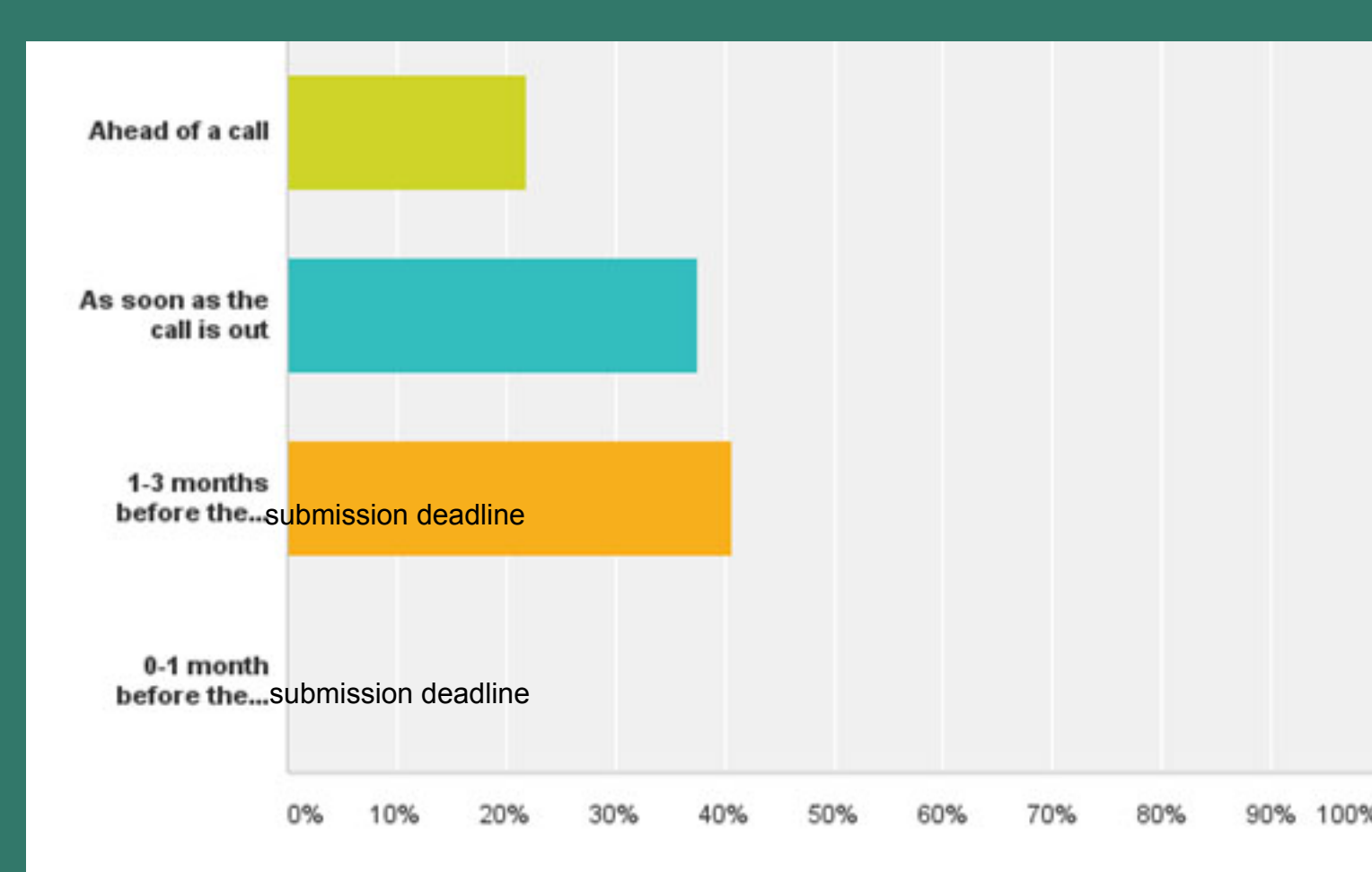
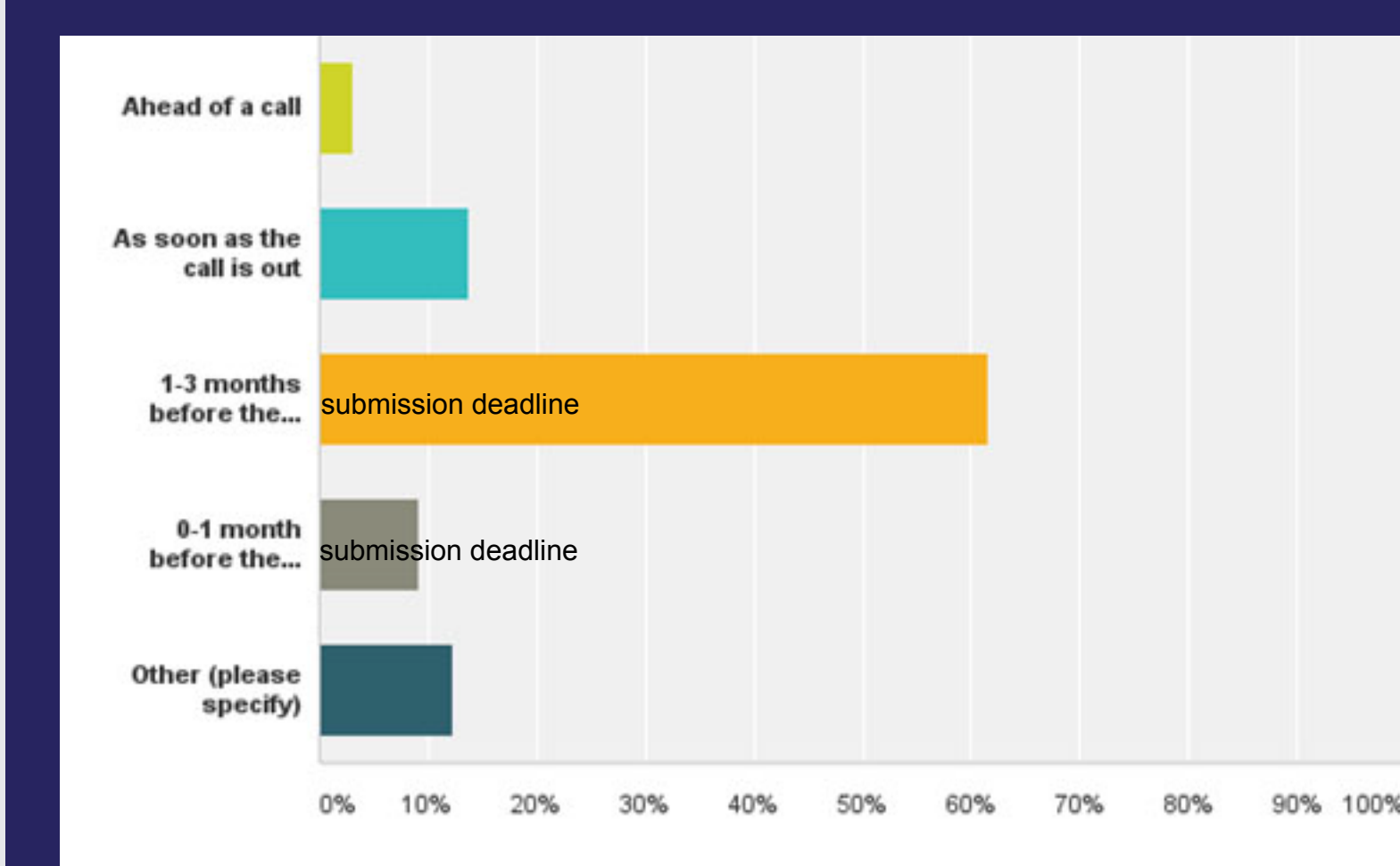
Would you define yourself as an

Introvert					Extrovert			No response	Total
1	2	3	4	5	6	7	8		
6	19	20	12	5	2				64

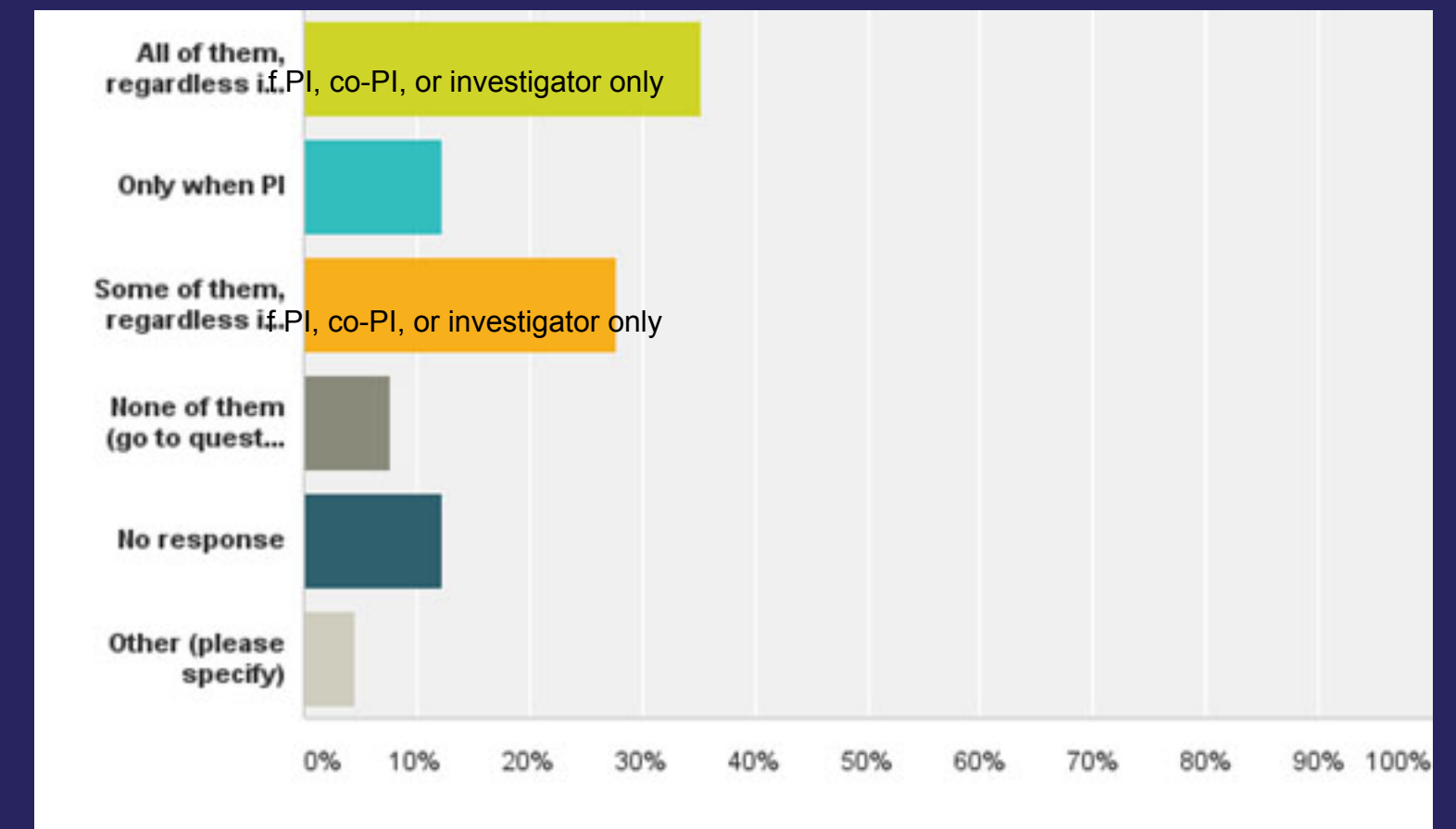
Introvert					Extrovert			No response	Total
1	2	3	4	5	6	7	8		
1	11	8	8	6	3				37

## Working style

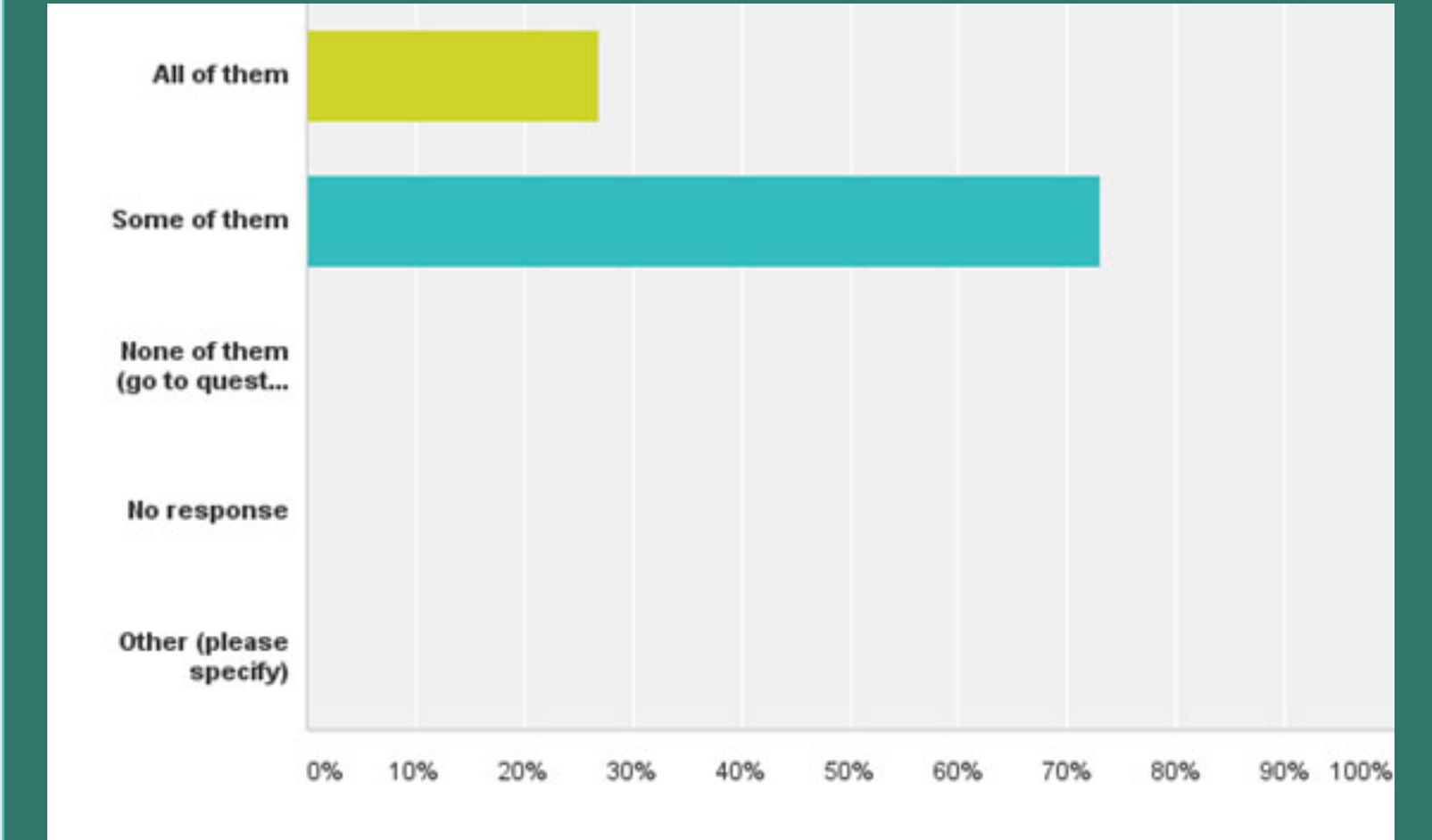
How far in advance do you usually start working on proposals?



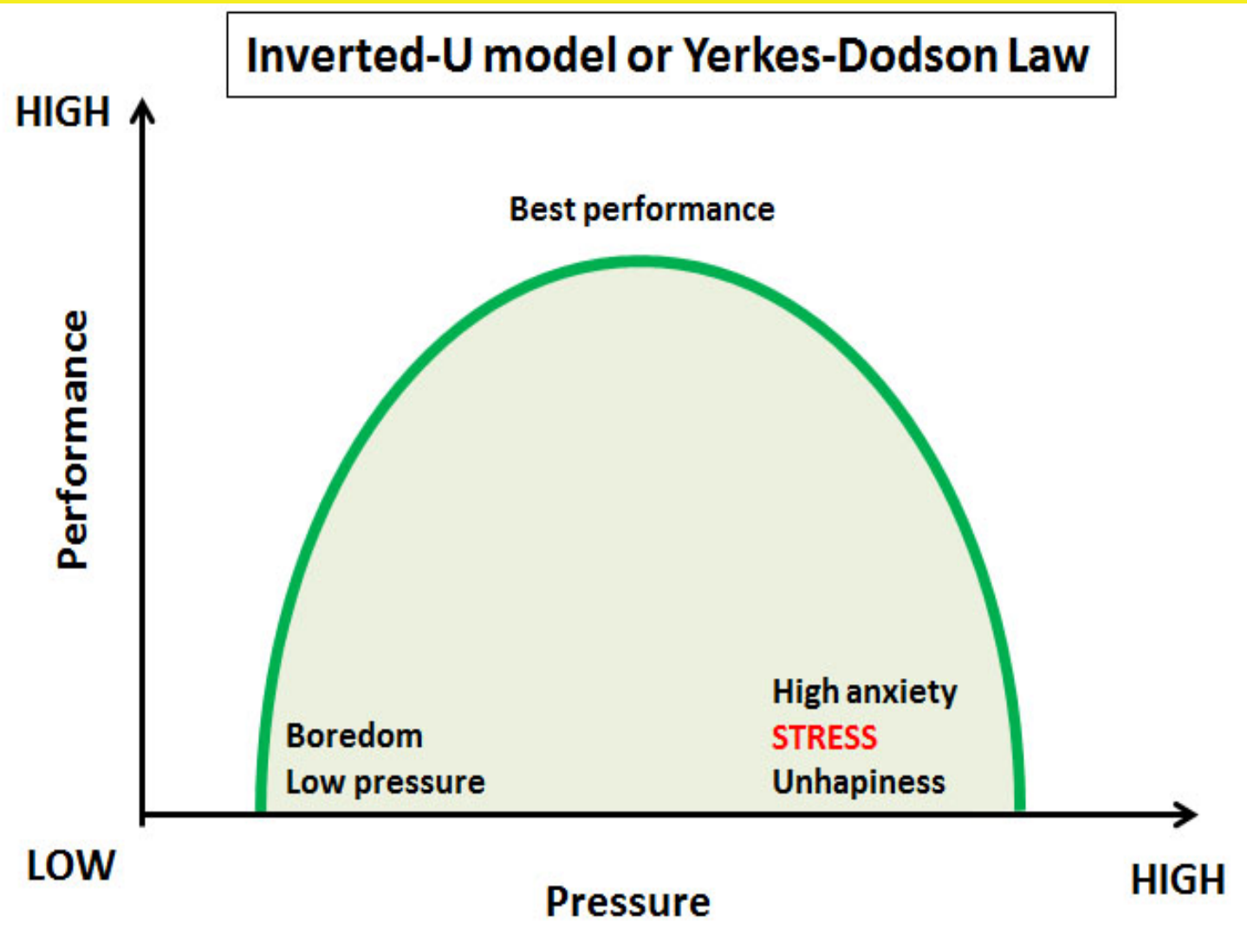
For these large proposals, did you experience stress when working on



How many of these proposals were a stressful experience?

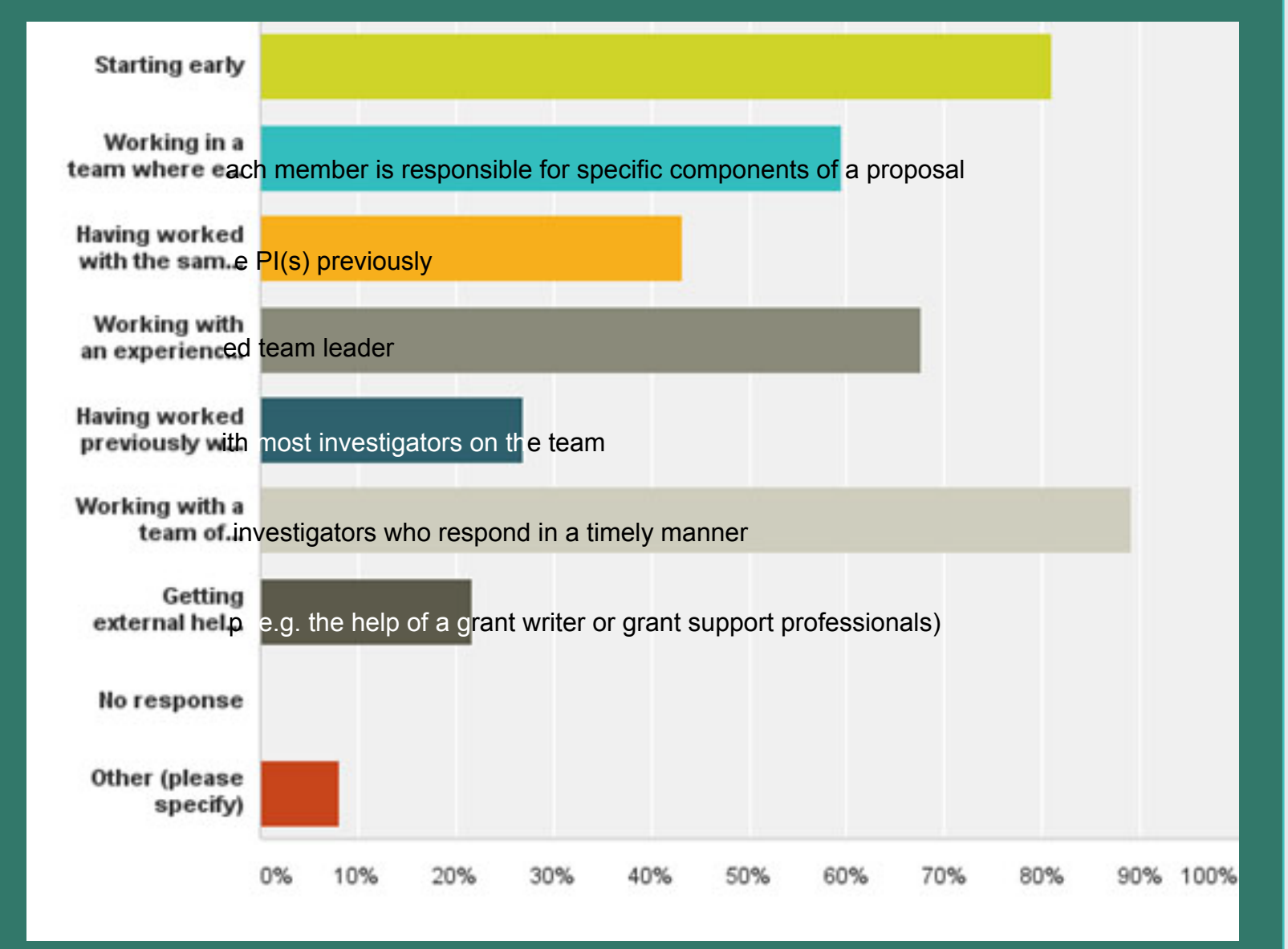
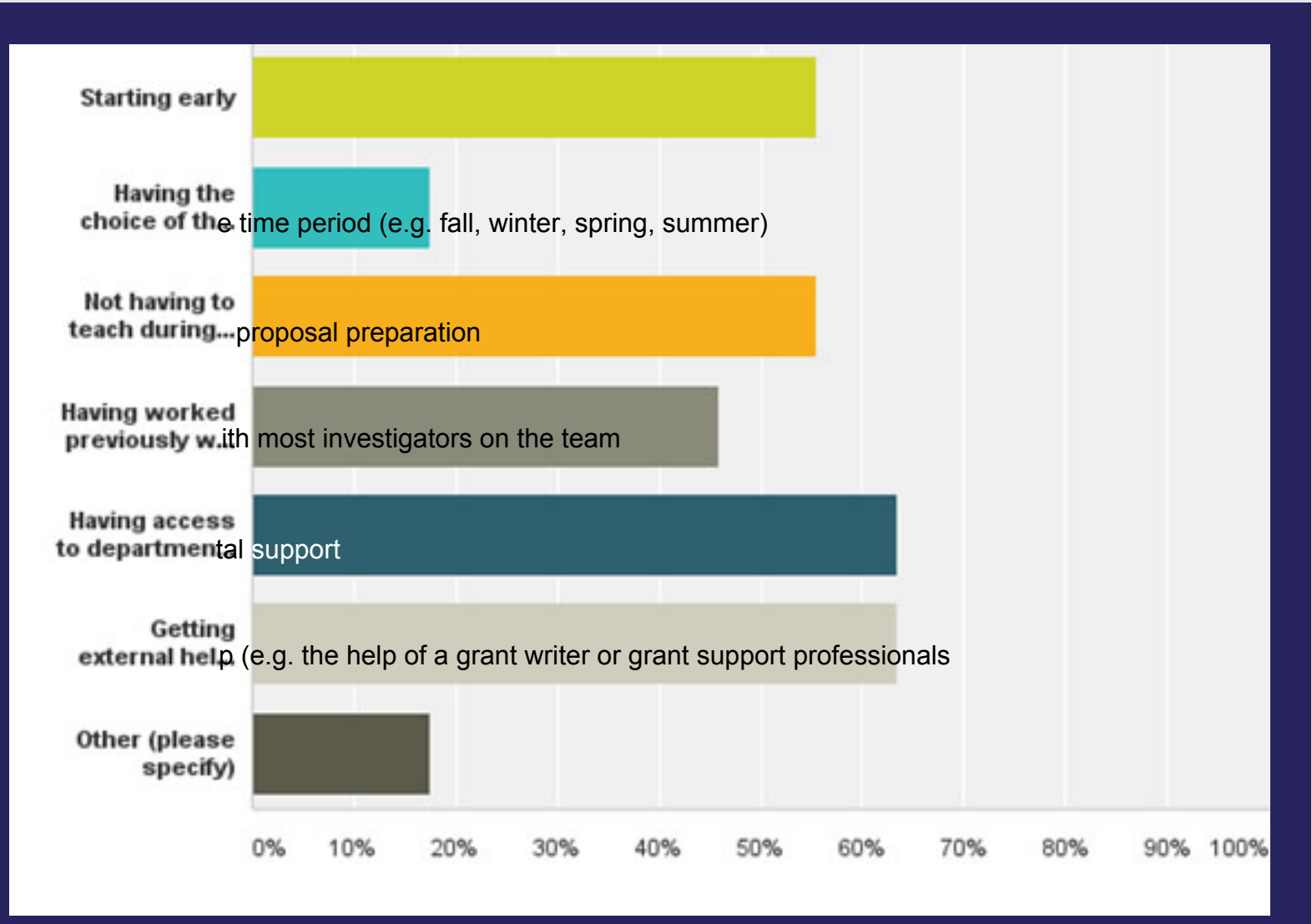


**DID YOU KNOW?** According to the inverted-U model, moderate stress results in optimal work performance, whereas no stress or too much stress leads to low productivity.



## Ways to alleviate stress

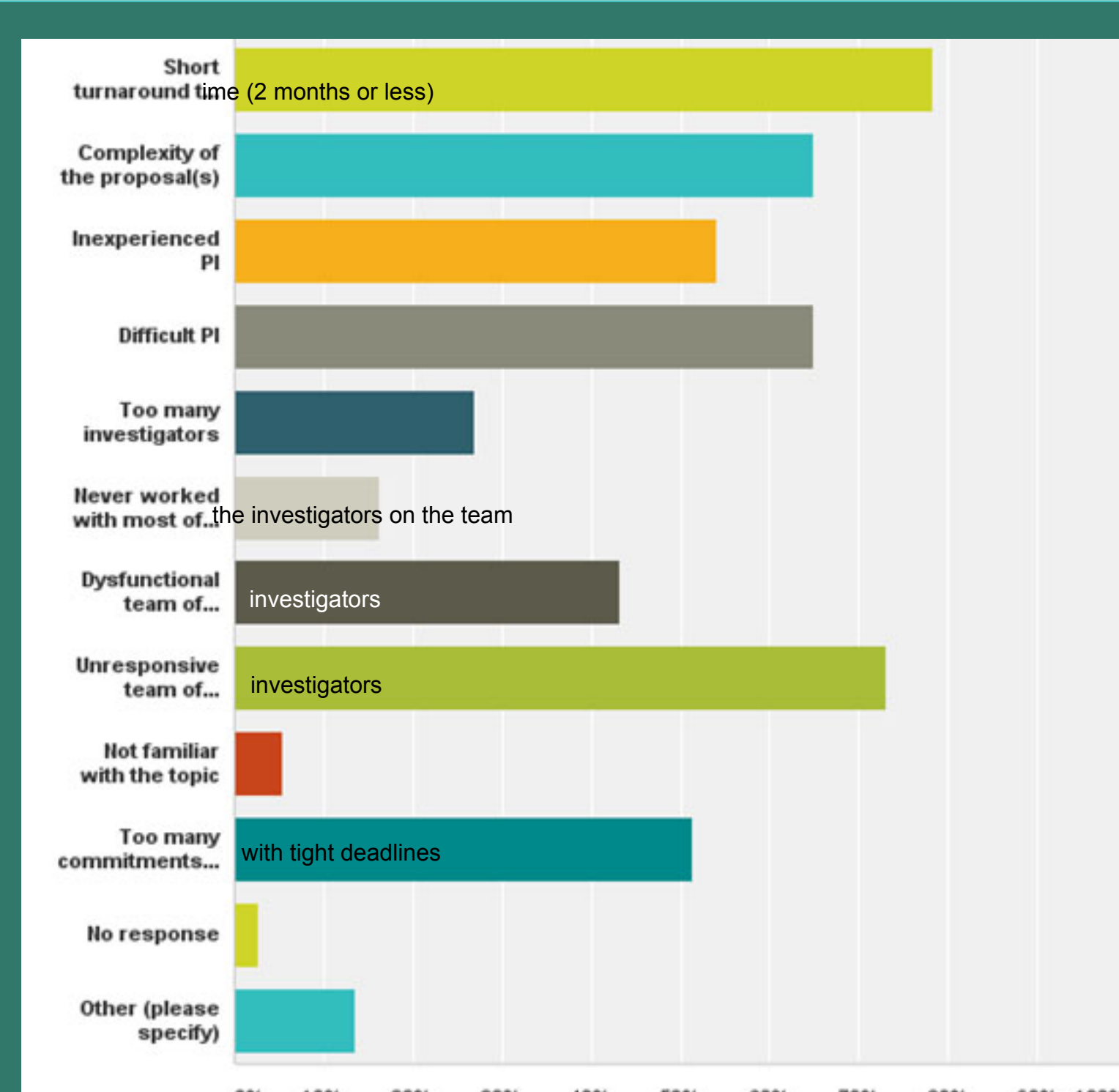
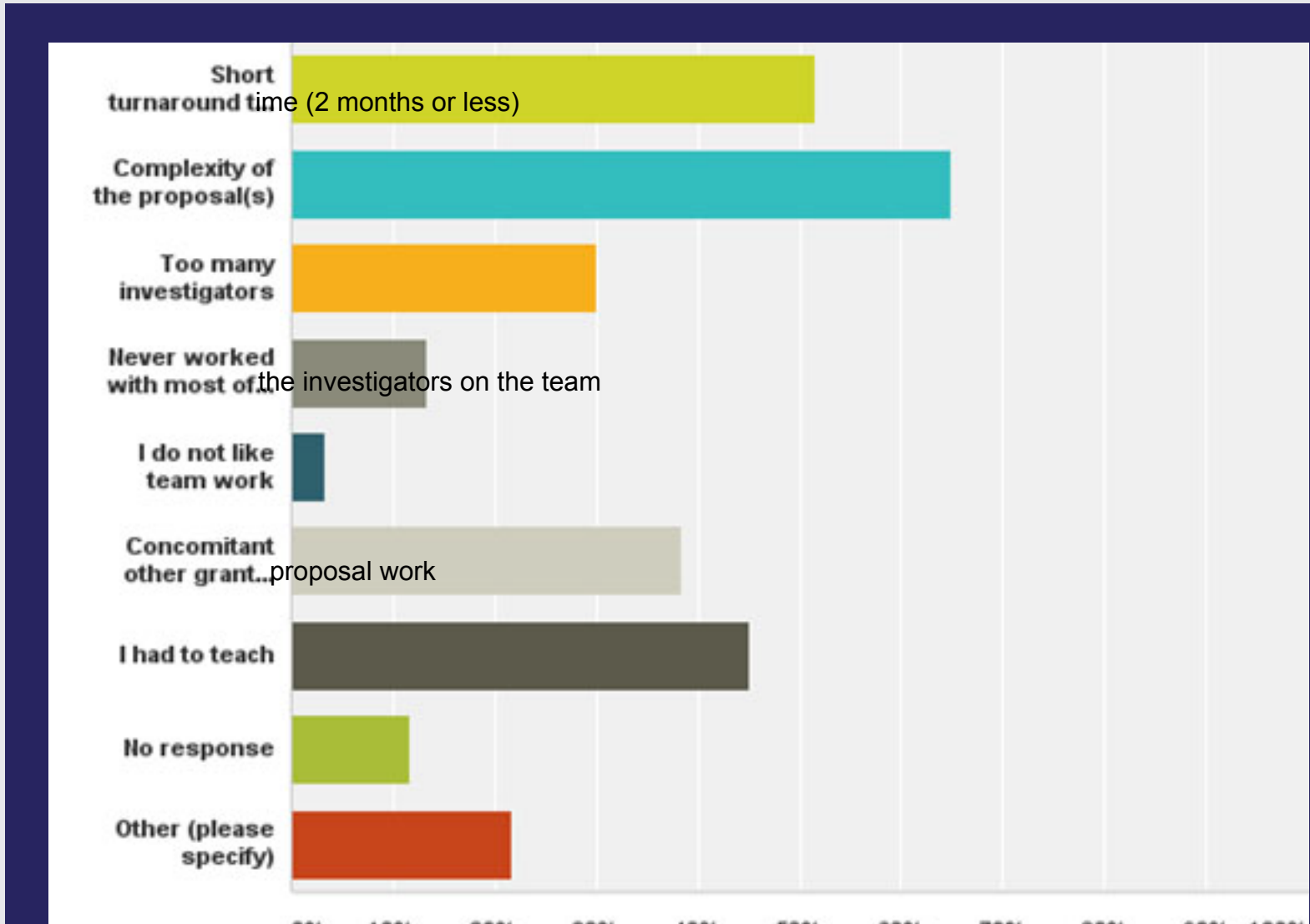
What helps or would help you with avoiding/reducing stress?



**Suggestions from RDs for minimizing stress include:** creating timelines, checklists, and false deadlines; PI should have a clear vision at the start; good communication e.g. set expectations and assign tasks and responsibilities; and delegate day to day work when a large proposal is due.

## Stress sources

What were the sources of your stress?



## SUMMARY OF RESULTS:

- Investigators and RDs experienced anxiety sometimes while working on grants
- In the past 3 years, investigators submitted 2-3 large grant proposals and RDs over 20
- Investigators and RDs experienced stress while working on large proposals: all (n=23 and n=10) or some (n=18 and n=27)
- Stress sources for investigators were, in order, complexity of the proposal, short turnaround time, and teaching, whereas for RDs they were short turnaround time, unresponsive team of investigators, difficult PI, and complexity of the proposal
- To reduce stress, investigators would like, in order, help from their departments and RDs, not to teach, and start early, and RDs would like to work with a team of investigators who respond in a timely manner, start early, and work with an experienced team leader.