

# Research support experts' drivers of motivation and commitment

Discussion table @ Track 12.

RSD2025 @ Tampere

21.8.2025

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## 3Y)

## COMMITMENT

What drives us?

Benötigt  
Jahres  
bestanden

Arvot,  
pyynnöksi  
työn, sisäisten  
toimien tekemiseen

LÄVELLÄ  
TUTKIMUSTA

VUOSIA YÖISSÄ  
TÄMÄ EKA  
MAHDOLLISS  
SAADA PYSYVÄ  
DOUANI

ELÄKEAIKA  
LÄMELÄ

ADULT / MOUNTS  
TAPAW / BOUTARD  
VARAN  
/ HAMSET  
MICEUTYS  
TAKPELLISUS

QAAAP

HALU DILA  
AVURSI JA  
JAKAA QJAN  
MISTA YLI  
LOWERCYJQJEN

OMIGU  
ADNIGU  
MUKIGUS

ARVOT

\* VAKANS  
\* MUSTAHS

Virus!

Kalau ternyata  
ke organisasinya  
juga bagus  
maka sudah

Hyvä työtyytyväisyys,  
työskentelytilat,  
viihtyvä ympäristö  
hyvät välineet

\* IDENTIFIED

ETA TYÖ  
MAAILMA  
SINIS

Non-Pinkish  
New Did  
Juvonia  
Pomica

ORGANISATION  
TARJOITUVEN  
YHTEIS-  
KUNNALLINEN  
MERKITTÄVYYS

SIT DOWN MEET  
KOLLEGAT

TUTKIMUKSEN  
MERKITYS

ORGANISATION  
MYNSTEREN  
HENKILÖTÖ.  
POLITIKKA

Monophosphates

Thermiset,  
+ verkastat  
tosi laajat

★ HMK SET

ASIAKKAAT  
(TUNNUS)  
TALLUSMAANNU  
TUNNUS

\* MERKINS  
\* VIKSTAVUS

VAIKUTTAVUUS

VAIHTELUVUUS  
(VARIETY)

Physische Beschaffenheit  
ökonomisch-  
ökologisch?

multimeres  
dimeres;  
also palauit



TUESDAY  
 THURSDAY  
 FRIDAY  
 SATURDAY  
 SUNDAY  
 MONDAY  
 TUESDAY  
 WEDNESDAY  
 THURSDAY  
 FRIDAY  
 SATURDAY  
 SUNDAY

KORCHIUS  
OMEN TON  
HYDRELISTY-  
ZETA

haluan olla  
vaikuttavassa  
työssä ja  
suoraa paremman  
palkkaa  
(kun alustan)

TARPELL NOVA

Therapeut  
Johannes monist  
an therapeutischen  
Kliniken

Yhteisöllisyys  
eli hyvä  
työyhteisö

Yhteistyö monien  
on ihmisten kanssa

Yhteisöllisyys  
eli hyvä  
työyhteisö

# RSD2025 Abstract for 12. Future of the RDI profession and competence

## Otsikko: Lähtisitkö tekoälyn vai tutkimuksen tuen asiantuntijan vetämään työpajaan?

### Title: Would You Join a Workshop Led by AI or a Research Support Expert?

#### Why – purpose of the discussion group:

- This session aims to delve into the driving forces behind the work of research support professionals, exploring the significance and meaningfulness of our roles. Participants will engage in peer support, shared expertise, and collaboration, emphasizing the vocational nature of our profession.
- The discussion will highlight the unique human elements that AI cannot replicate, such as the ability to support researchers in different situations or adapt face-to-face workshops to dynamic human interactions. While AI plays a significant role in streamlining research processes and data analysis, it lacks the personal touch and adaptability that human experts bring to the table.
- Research support experts are motivated by a variety of factors, including the intrinsic value of their work, the impact they have on advancing knowledge, and the satisfaction of supporting researchers in our quest for discovery. Our roles are not just jobs but vocations that we are passionate about.

#### How – the methods and tools:

- Through alternating examples from their own work, the hosts will share insights and experiences. Maria will share the way she feels about the different roles one has to take whilst supporting researchers, working also with peers and leadership. She will compare these views with the RM Comp: The European Competence Framework for Research Managers focusing on the personal attributes needed in our work. Leena will share in two minutes her visualisation inspired by Esa Saarinen's lecture (23.8.2023 at RSD2023, Helsinki). It illustrates how we as enablers have an impact in the system.
- As a way of working together participants will collectively gather their views and experiences on why they do this work and what drives them. We will address the questions: Who do we work for, where can we make an impact and what does it require from us? The session will foster a sense of community through encapsulating the facilitation method of "me - we - us" and collecting the notes into a board of research support experts' drivers of motivation and commitment. Furthermore, the results of these discussion groups can be used as a background material for the future presentations within our network.
- References: European Commission (2025): [The European Competence Framework for Research Managers](#)

## Background material:

# The European competence framework for researchers

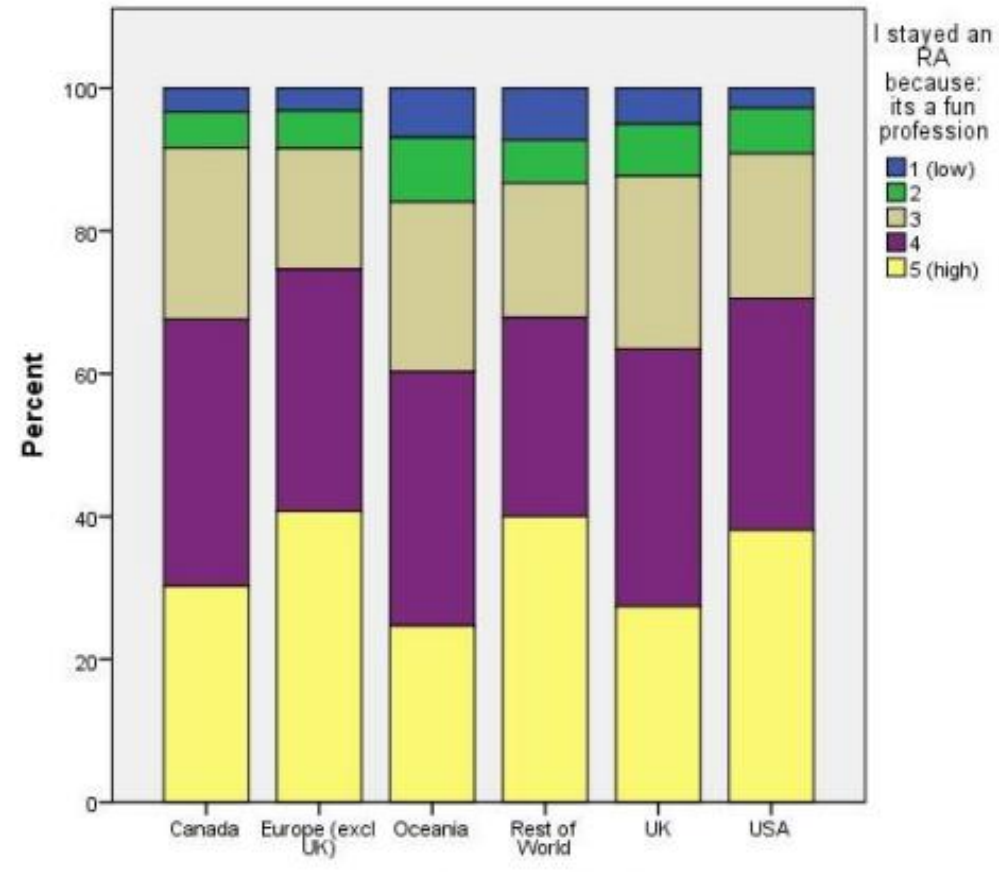
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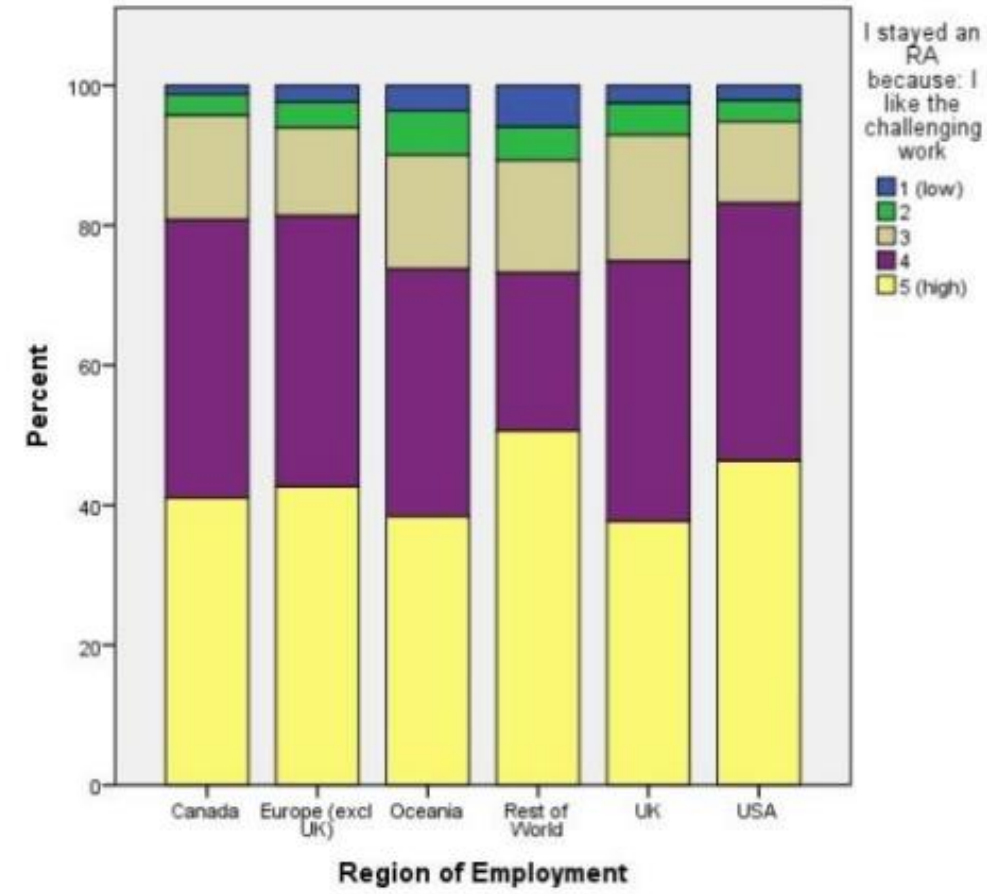




**Background material:**



**Figure 17. How Many Individuals across Regions Continue as RMAs because It's Fun?**



**Figure 18. How Many Individuals across Regions Continue as RMAs because the Work is Challenging?**

# ***Our template for discussions:***

## Drivers of motivation and commitment:

**Why do we do this work?**

**What drives us?**

# Thank you!

**Maria Maunula, PhD**

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