**Table 1. Respondent biodata.**

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| **Respondent pseudonym** | **Gender** | **Career stage** | **Works in** |
| Alex | Male | Late career | The UK |
| Alfred | Male | Mid-career | Australasia |
| Annie | Female | Mid-career | Continental Europe |
| Carol | Female | Mid-career | North America |
| Colleen | Female | Early career | The UK |
| Jamie | Female | Mid-career | The UK |
| Imogen | Female | Early career | The UK |
| Ivor | Male | Late career | The UK |
| John | Male | Early career | The UK |
| Rodolph | Male | Mid-career | South America |
| Stanley | Male | Early career | Continental Europe |
| Tom | Male | Mid-career | The UK |