

Table 1. Respondent biodata.

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