BEFORE I STARTED:

Participants were asked one question: 'How would you describe yourself?' Participants generally separated their personal and professional identities. Most participants had benefited from secondments or temporary covers. All participants discussed libraries as safe places, and librarianship as a safe professional space.

FOLLOW UP INTERVIEWS:

Conversations focused on exploring organizational structures and experiences with managers. The type of management associated library work was often considered team leadership or mentoring. Middle-management is often performed by non-librarians, as a part of general university services.

DATA COLLECTION:

- Survey (circulated through CILIP SIGs for 9 months, 155 responses)
- Interviews (42 total, 30 men and 12 women)
- Follow up interviews (7 total, 5 men and two women)
- Focus groups (2 total, 1 with men and women, 1 with just men)

EMERGING FINDINGS:

- Participants were asked one question: 'How would you describe yourself?'
- Participants generally separated their personal and professional identities.
- Most participants had benefited from secondments or temporary covers.
- All participants discussed libraries as safe places, and librarianship as a safe professional space.