

## Identity and Self-Worth

Am I enough of an archaeologist?

Are you an archaeologist without fieldwork?

Being told you are not a "real" archaeologist

Disappointing yourself / not contributing enough

Being viewed as unworthy of "the tribe"

Being underestimated as a "non-professional"

Over-identification with the profession

## Perceptions and Myths

Archaeology is only digging

The myth of archaeology / the archaeologist

Victims of our own media

"Doing it for the love"

Illusion of freedom

## Relevance and future

Becoming disconnected from the real world

Risk of irrelevance (individual / profession)

Fear of the discipline disappearing

Concerns about usefulness / impact of work

## Professional Structures and Power

Rigid definitions

Narrow boxes limiting opportunities

Strict hierarchy

Risk of missing opportunities if you disagree

Tradition acting as a constraint

## Workplace Culture and Behaviour

Bullying by peers

Sexism and double standards

Petty feuds blocking progress

Mixing personal and professional

Others limiting us

Taking things too seriously

## Recognition and Opportunities

Being overlooked for contributions

Loss of funding

Exclusion from "the tribe"

Being taken advantage of (unpaid work)

## Risk and Fear Culture

Theft of ideas

Others claiming moral superiority

No room for failure or experimentation

Fear of speaking out

Small fears accumulating into big challenges

Pressure to conform

### **Awareness and Representation**

- Promote diversity of roles
- Highlight non-linear career paths
- Expand definition of the profession
- Focus on ways of thinking, not just actions
- Explain methods vs goals
- Respect non-field and non-lab contributions

### **Community and Support Systems**

- Virtual community rooms to reduce isolation
- International support groups
- Support led by trained professionals not volunteers

### **Ethics, Equity, and Advocacy**

- Clear HABI statements
- Support equality-focused organizations
- Respect non-professionals
- Promote fairness and inclusion

### **Professional Practice Change**

- Share work earlier to reduce fear
- Encourage transparency
- Strengthen collective responsibility for change

### **Research and Understanding**

- Survey members on roles and perceptions
- Use quizzes to explore professional identity
- Psychological survey on bullying and harassment

### **Culture and Behaviour Change**

- Build a culture of safety and openness
- Address and prevent bad behaviour
- “See something, say something” approach
- Speak out / be brave
- Teach diversity of approach

### **Wellbeing and Mental Health**

- Greater care for mental health
- Promote self-worth
- Reduce through openness

## Publication and Knowledge Sharing

Publication as joy and “coming of age”

Recognition for hard work

Starting conversations (theories, ideas)

Questioning impact

Open access sharing

Working with translators / creating new terms

## Teaching and Promoting Archaeology

Using archaeology in science education

Sharing how work is done

Inspiring curiosity beyond the field

Reaching different audiences

Helping early-careers publish

## Personal Fulfilment and Identity

Personal satisfaction

“Selfish joy” of discovery

Freedom of thought and being

Archaeology as something you do for yourself

Lifelong identity

Once-in-a-lifetime experiences

Freedom in Ways of Working

## Collaboration

Freedom to think and explore

The archaeology of errors (learning from mistakes)

Commenting fearlessly

Flexible, diverse approaches

## Connection and Community

Connecting people (past and present)

Shared experiences and diverse perspectives

Sense of belonging / “archaeology as community”

Giving back

Creating safe spaces

## Learning, Thinking, and Discovery

New ways of thinking through archaeology

Finding solutions

Innovation grounded in evidence

Hands-on problem solving

Room for variation and experimentation

## Education and Outreach

Gateway to other passions (e.g. nature)

Impact on daily life and perspective

Creativity and imagination

## Collaboration and Community

- Connect with supportive peers
- Collaborate trans-discipline
- Mix in-person and online interaction
- Embrace social aspects
- Brainstorm openly

## Diversity of Thought

- Teach intellectual diversity
- Encourage multiple perspectives and approaches

## Culture and Communication

- Share and publish joy (not just challenges)
- Move beyond rigid “strategic” thinking
- Encourage open, supportive dialogue