

Dr. Nicole Mastenbroek is assistant professor at the Faculty of Veterinary Medicine, Utrecht University in the Netherlands. Nicole studied both Veterinary Medicine and Work & Organizational Psychology at Utrecht University. After graduation at the faculty of Veterinary Medicine (1985) she worked in and managed a large animal veterinary practice for almost 20 years. During this period she was increasingly interested in work-related mental well-being. This special interest inspired her to study Work & Organizational Psychology. Throughout her working life Nicole has committed herself with enthusiasm and expertise to the veterinary profession. She has been a member of the supervisory board of the Royal Dutch Veterinary Association from 2005-2012 and member of the honorary council of the RDVA to date. For her efforts and dedication to the veterinary profession she has been awarded in 2015.

Nicole started her PhD research in 2009. She won the "Best Paper Award" of the Netherlands Association for Medical Education (NVMO) with a study describing the construction of a tailor-made questionnaire for measuring potential predictors of burnout and engagement among young veterinary professionals. She defended her PhD in 2014. The topic of her research is on mental well-being of professionals in transition from education to work. She is particularly interested in the role of personal characteristics, cognitions and (unrealistic) future expectations on mental well-being during education and transition to work. She publishes her work in peer-reviewed journals and currently supervises a PhD student on this topic. With her two-fold career in veterinary medicine and work psychology, Nicole is also an active member of the Utrecht University focus area [Professional Performance](#) that generates a multi-disciplinary research space in which transitions in professional work are studied and in which the empowerment of professionals for new challenges is understood and promoted.

Since 2007 Nicole has been working at the Faculty of Veterinary Medicine, Utrecht University where she is coordinator of a course on personal and professional development, a course that starts on day one and continues until graduation. During this course students are trained in non-technical skills such as communication, collaboration, life long learning skills and professional behaviour. The course includes an intensive mentoring programme for all veterinary students. In 2013 she obtained the Basic Teaching Qualification and currently Nicole participates in the "Educational Leadership Programme", organised by the Centre for Academic Teaching at Utrecht University. Nicole participates in several committees and educational projects among which an innovative educational project called "[Communicate!](#)", a serious game which helps students practice their communication skills.

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