



University  
of Exeter

# TIDE

## A Guide to Writing your Application

**Thank you for your interest in the University of Exeter's internal development programme!**

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**Contact the team via [tide-applications@exeter.ac.uk](mailto:tide-applications@exeter.ac.uk) if you have any questions about the programme or the application process.**

**TALENT**

**INNOVATION**

**DISCOVERY**

**ENGAGEMENT**

## General Guidance

### Understand the Scoring System

- Each question has a set word limit of 200 words. Use this word count fully to provide thorough answers.

### Proofreading and Clarity

- Quality matters - check spelling, punctuation, and grammar before you submit. Reading your answers aloud and having someone else review your application can help ensure your responses are clear.
- Take breaks before proofreading: Sometimes stepping away makes it easier to spot mistakes when you return.

### Stay Relevant to the Questions

- Read each question carefully, and make sure your answers specifically address them. Straying from the prompt may impact your application, so double-check that your response is directly related to the question.

### If Needed - Use AI as a Helper, not a Substitute

- AI is best for drafting opening sentences and polishing your language —not for writing your answers for you.
- We want to hear from you; your lived experience and your voice.



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Keep a Balanced  
Word Count;  
Remember, you  
have a limit of 200  
words per question.

## Specific Question Guidance

**Q1:** Why would you like to join the TIDE programme, and how would you apply the learning afterwards?

**Q2:** (Talent): Please tell us about your commitment to personal and professional growth?

You could tell us about what you have been doing to develop, including any courses you have recently attended or skills you have recently developed? You could tell us if the remit of your role has been expanded and how you have adapted to this? Reflections about the areas you would like to grow in? And how this supports your longer term goals.

**Q3:** (Innovation): Tell us about a time you introduced, suggested, or supported a new idea or improvement?

Your example can be big or small, impact a whole team or just you; all examples are valid. It would be helpful if you could explain: The challenge or opportunity identified, what you did differently, what you learnt from this experience.

**Q4:** (Discovery): Tell us about a time you stepped outside your usual responsibilities to learn, grow, or try something new?

If you are part of any Steering Groups, Working Groups or committees, this would be a great space to tell us about this and why you are involved in them? You could also tell us about any shadowing opportunities you have sought or your involvement in any networks. Anything that reflects the Discovery value that is outside your day to day responsibilities.

**Q5:** (Engagement): How do you contribute positively to your team, colleagues, or wider institution?

An example you could give might be how you supported or positively influenced others, created an inclusive & engaging environment, collaborated with teams, built positive relationships with colleagues or held an event for colleagues?

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