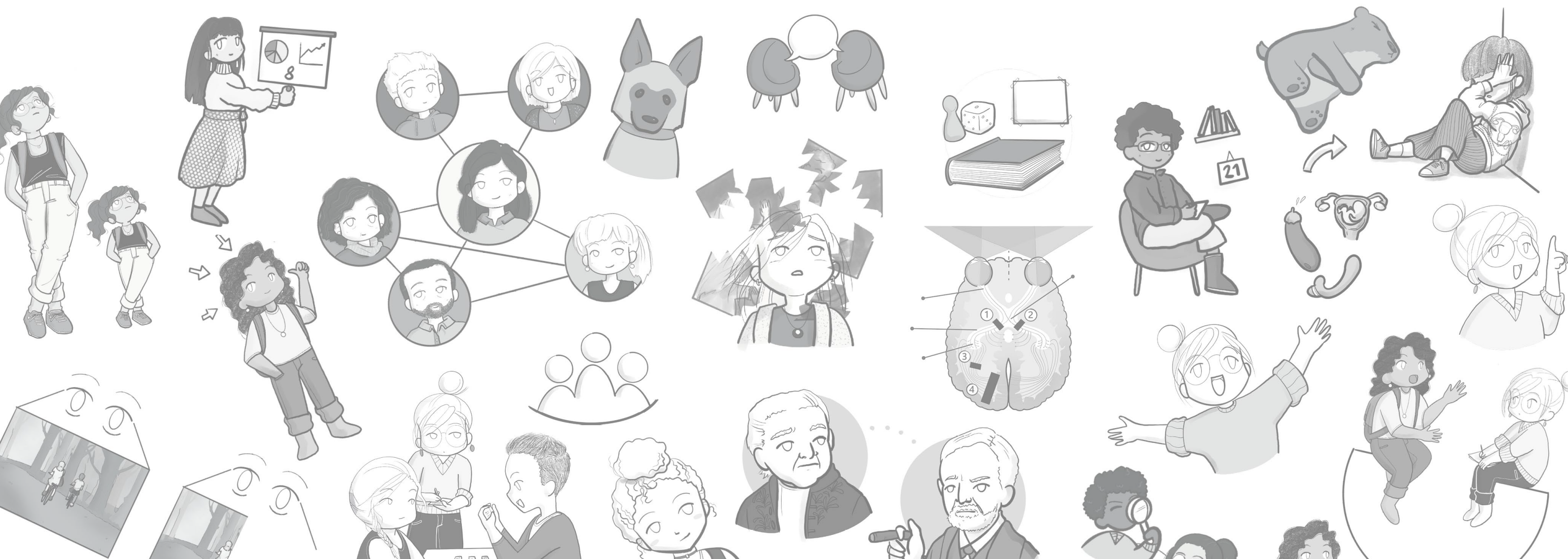


PORTFOLIO

Work samples for academic science communication focusing on psychological and social sciences



LISA KILTZ, PHD
psychologist | illustrator | scientist



ABOUT



LISA KILTZ, PHD

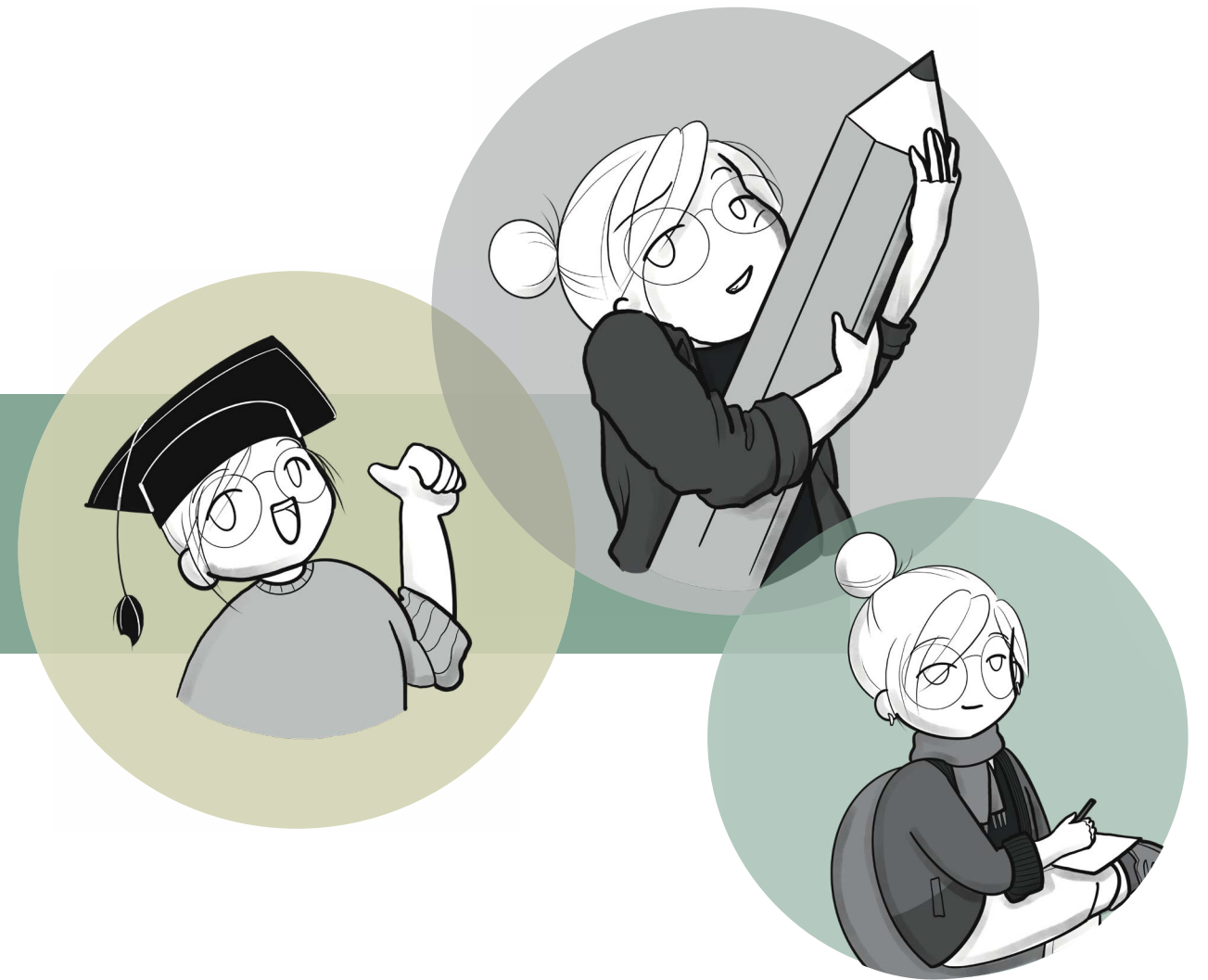
psychologist | illustrator | scientist

As a science illustrator, I combine psychology, creativity and science to bridge the gap between academic research and society through illustrations and cartoons. My aim is to bring psychological and scientific content closer to people in an adorable and accessible way in order to educate, destigmatise, and raise awareness to thus better explain how psychology and social sciences work. In doing so, I also pay attention to diversity and accessibility.

M.Sc. Psychologist | 2017

PhD Teacher Education | focussing on education and health psychology, 2024

Systemic Coach | 2021



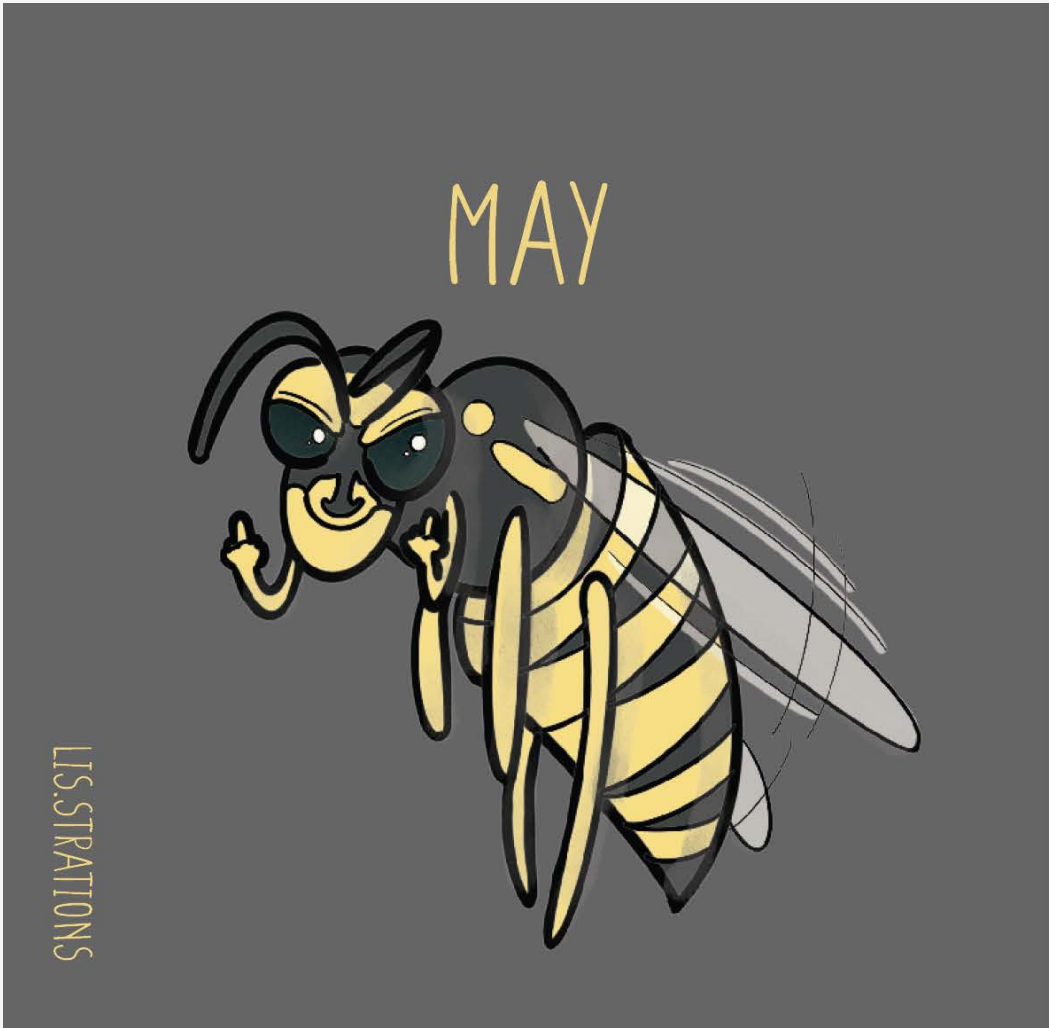
PSYCHOEDUCATIONAL CALENDAR
(2025 & 2026)

Client | Free work

Type of work | desk calendar

Tasks | Text & image – visual translation of research results – content design & visual concept – typographie

Drawing illustrations and designing a desk calendar. In 2025, it provided food for thought each month based on my own doctoral thesis; in 2026, it featured animal metaphors visualising personality disorders



MON	TUE	WED	THU	FRI	SAT	SUN
				1 ^{DEU}	2	3
4	5 ^{NLD}	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

ANTISOCIAL PERSONALITY DISORDER

Characterised by disregarding rules and social norms as well as a lack of remorse for others – just like a wasp behaving like the asshole it is!



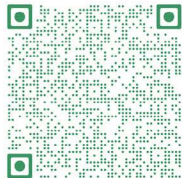
ABOUT LIS.STRATIONS:

Hi! I am Lis and with lis.strations, I aim to combine my background as a psychological researcher with my passion for drawing cartoons. If you are interested in knowing more, check out...

my website lis-strations.com

my instagram [@lis.strations](https://www.instagram.com/lis.strations)

my dissertation on students' well-being and basic psychological needs including a cartoon summary



HOW TO USE THIS CALENDAR:

This calendar includes per month an illustration, an overview of the month including both German and Dutch holidays, and a monthly „need check-in“. Those are based on the Self-Determination Theory of Deci & Ryan (1985) and aim to let you reflect on how your needs of autonomy, competence, and relatedness may affect your well-being (at work).



AUTONOMY



COMPETENCE



RELATEDNESS



SEPTEMBER



MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

AVOIDANT PERSONALITY DISORDER

Characterised by being socially guarded and avoidant due to fears of inadequacy and other's criticism
– just like an ostrich putting its head in the sand!

MON	TUE	WED	THU	FRI	SAT	SUN
		1	2	3 _{GER}	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

MONTHLY NEED CHECK-IN:

When during the day do you prefer to work? Are you most productive at those times or are there other reasons? And does your job provide the flexibility to work at those times?



AUTONOMY

OCTOBER



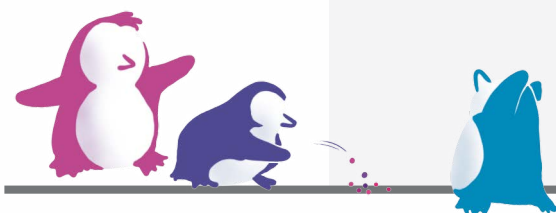
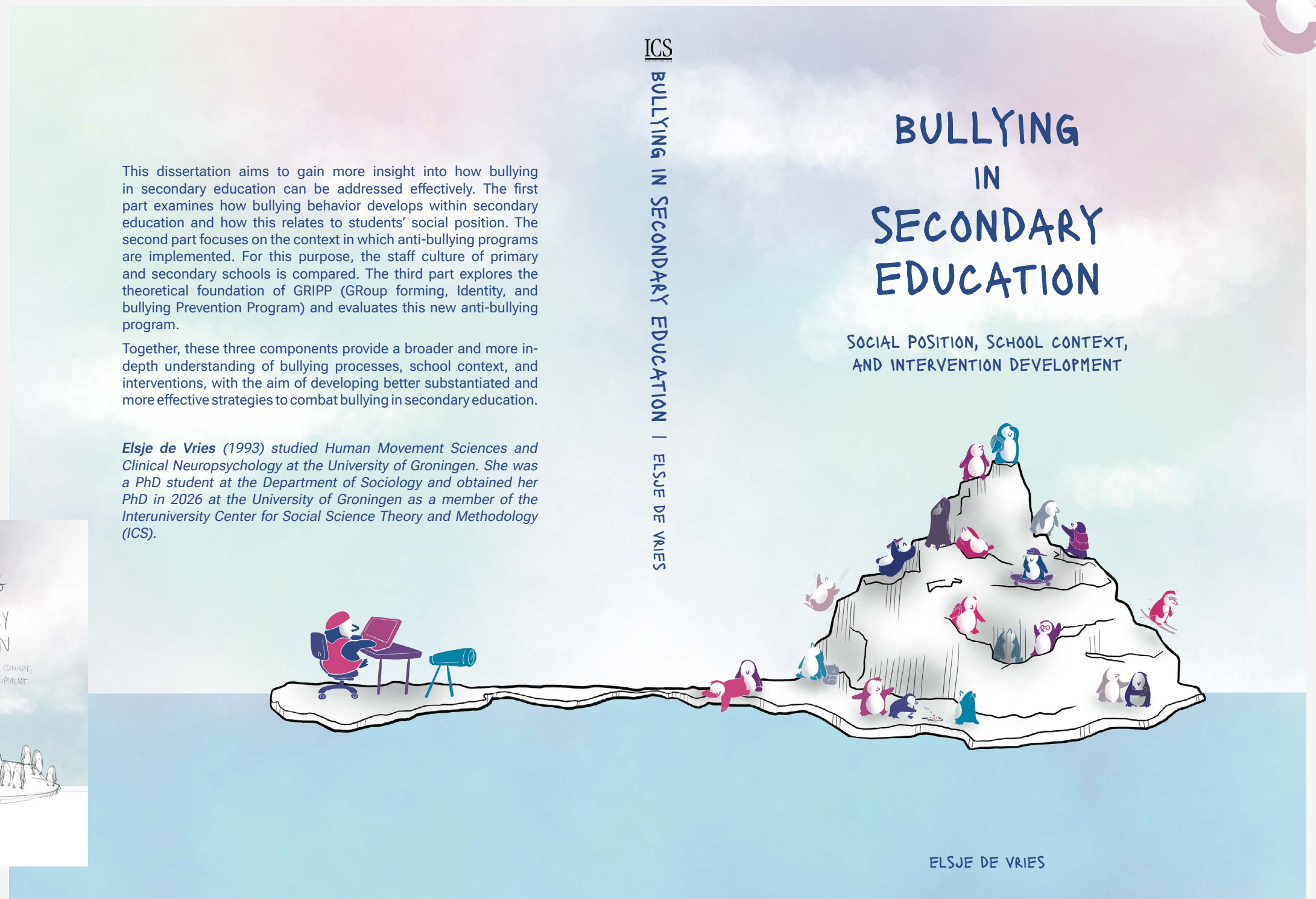
BULLYING IN SECONDARY EDUCATION (2026)

Client | Private person

Type of work | Visual summary, dissertation

Tasks | Text & image – visual translation of research results – content design & visual concept – typography

Visual summary of a dissertation focusing on bullying in secondary education, in which we wanted to visualise group dynamics and hierarchies summarising the method, results and conclusion of the whole dissertation in form of cartoonish illustrations, repeating the design of the dissertation itself



BULLYING IN SECONDARY EDUCATION

Social Position, School Context, and Intervention Development
Doctoral Thesis, Elsje de Vries



How can we tackle bullying at the start of secondary education?

Bullying and Victimization Trajectories in the First Years of Secondary Education (Chapter 2)

The first two years of secondary education are characterized by search of a strong social position - and hence, also a peak of bullying

We identified four groups of students in this period

Strategic bullies

Reduce their bullying behaviour when they have established a strong social status; they are popular, well-liked, and have many friends

Victims

Are bullied by (non-)strategic bullies

Uninvolved students

Are not involved in bullying activities

Non-strategic bullies

Maintain their bullying behaviour throughout time, are more popular, well-liked, and have many friends; however, they do face increasing rejection over time

Conclusion:

As students' social positions are established just after one month of secondary education, interventions must be implemented from the very first day and must take the strategic aspect of bullying into account.

Differences in Staff Culture between Primary and Secondary Schools (Chapter 3)

Staff culture in terms of shared decision-making and collaboration differs across countries and school form:



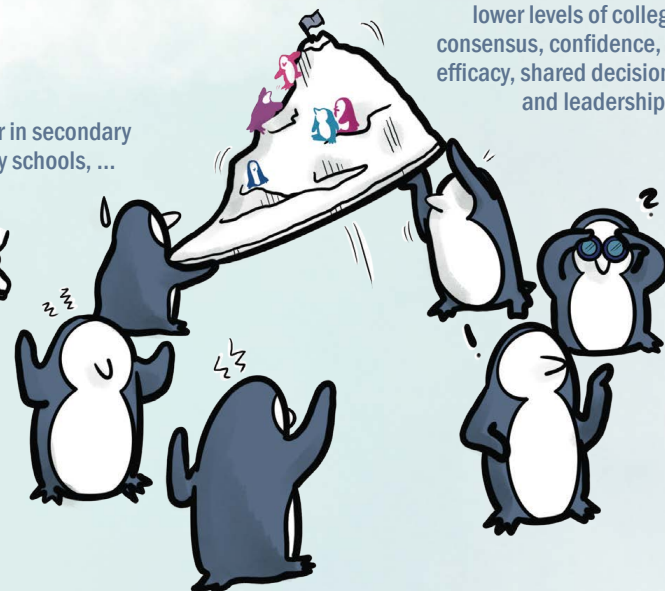
Staff culture is weaker in secondary compared to primary schools, ...

... particularly in England and the Netherlands



A reason for this may be that secondary schools employ four times as many staff, which results in greater challenges to align values, expectations, and beliefs - and implement interventions.

Secondary school staff experience lower levels of collegiality, consensus, confidence, collective efficacy, shared decision-making, and leadership.



Potential solution:

Team leaders need to foster collaboration and alignment of values to improve the implementation of interventions



In this dissertation, we investigated the feasibility of the newly developed anti-bullying intervention GRIPP (Group formation, Identity development, and bullying Prevention Program).



GRIPP is based on three Theoretical Processes of Change (Chapter 4)

1 Five phases of group development:

Groups can move through stages fluidly, revisiting earlier stages - which is why GRIPP works throughout the whole cycle

Forming

Norming

Performing

Storming

Adjourning

2 Identity formation

Children experience a need for status in (early) adolescence

3 Bullying as group phenomenon

Bullying is a group phenomenon so the solution to bullying lies within the group



Our Feasibility Study of GRIPP (Chapter 5) showed that teachers were satisfied with the materials and content of the intervention and experienced it useful for longterm implementation in secondary education



Moreover, we did not encounter adverse effects on bullying!



GRIPP constitutes a promising tool, found feasible to implement and ready for further testing!



However, researching interventions in educational settings remains challenging, because of...



Inevitable convenience sampling



COVID-19 as a challenging period for both research and education

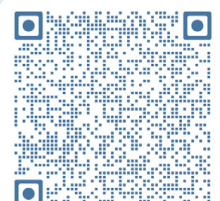


Uninvolved school leadership conducting intervention implementation



Active parental consent restricting the sample

Find the entire dissertation here:



WELBEVINDEN EN VEERKRACHT
(2025)

Client | University of Groningen

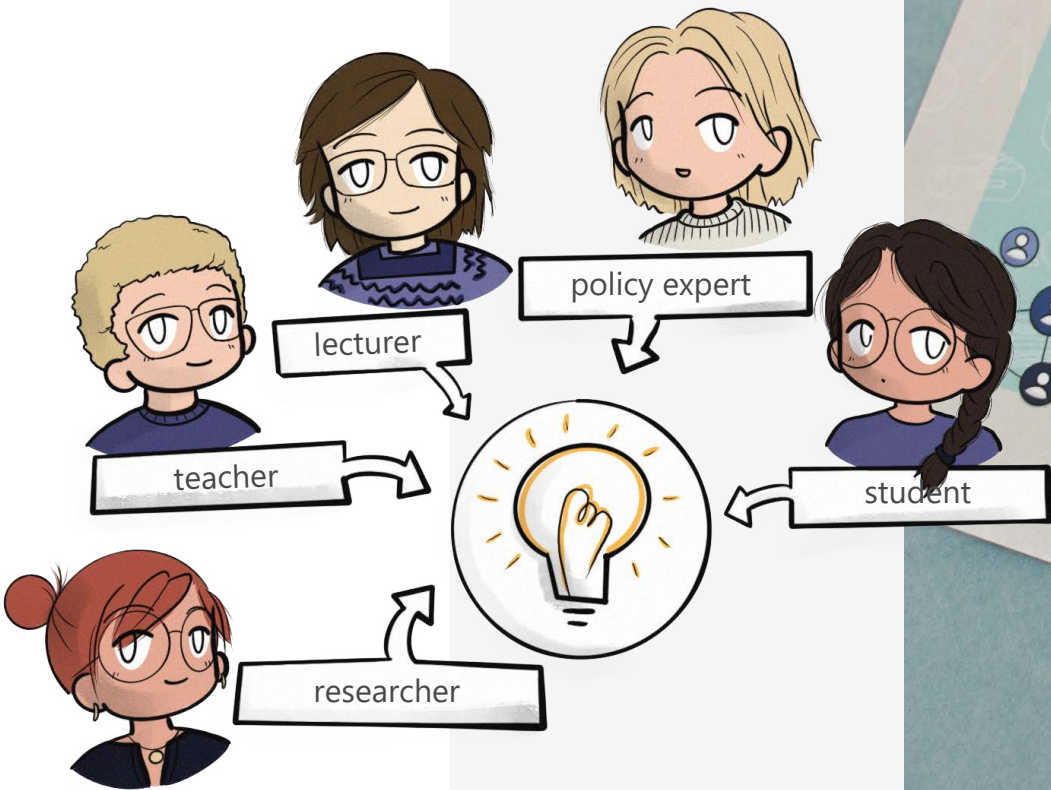
Type of work | Infographic, visual summary, handbook, supporting visuals for videos

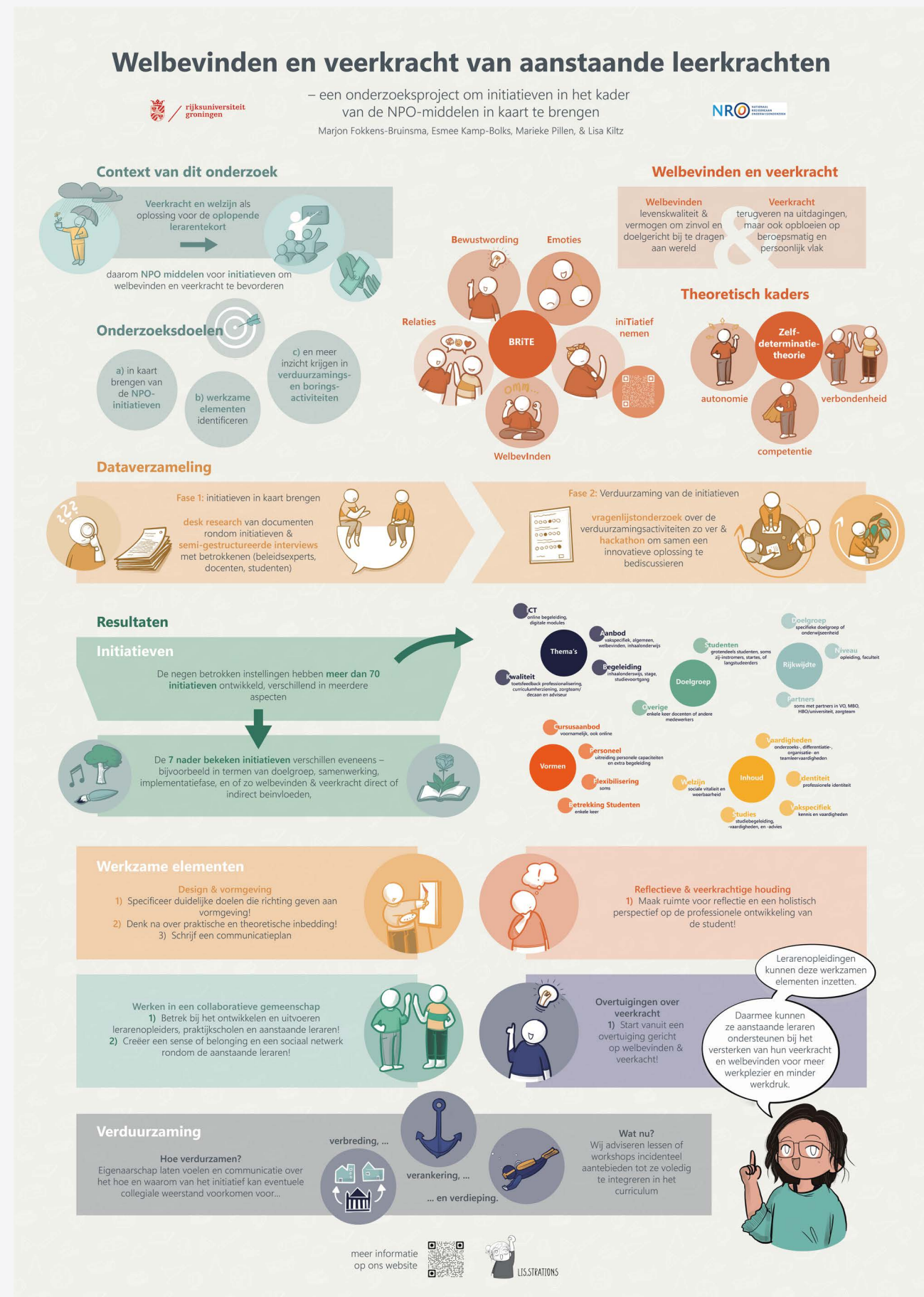
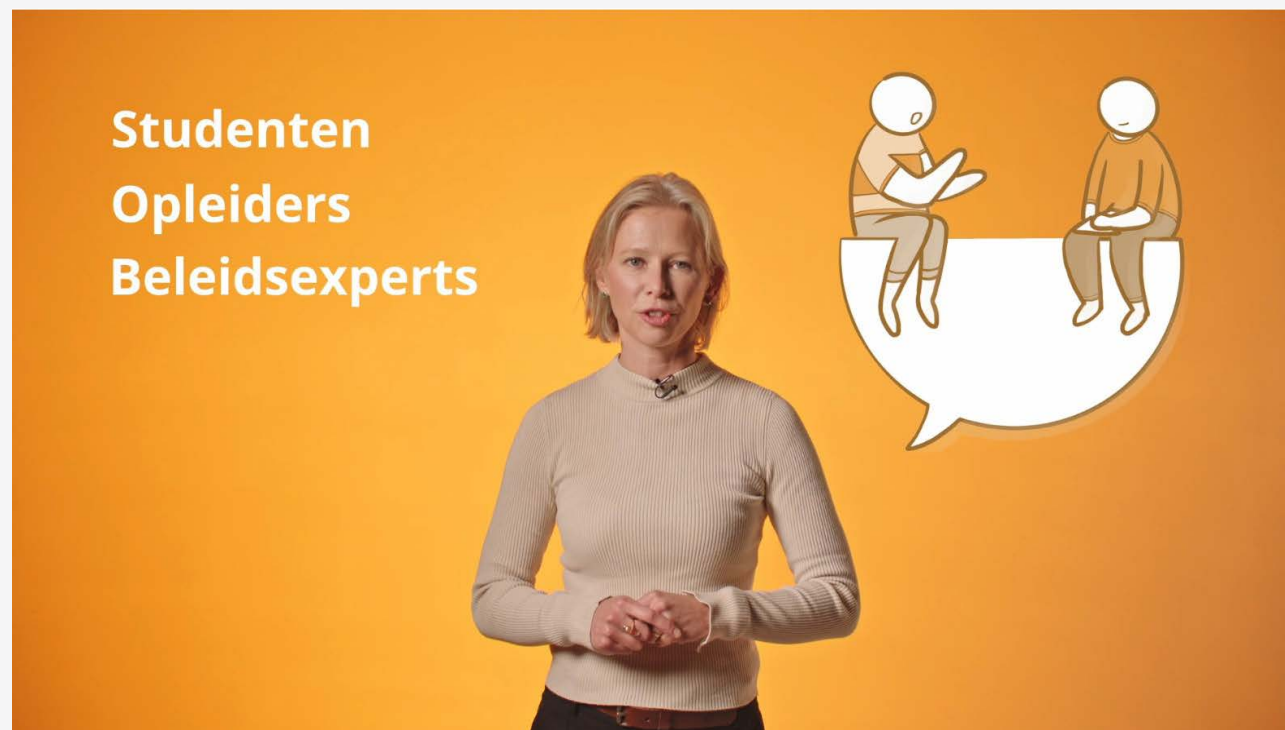
Tasks | Text & image – visual translation of research results – content design & visual concept – typography

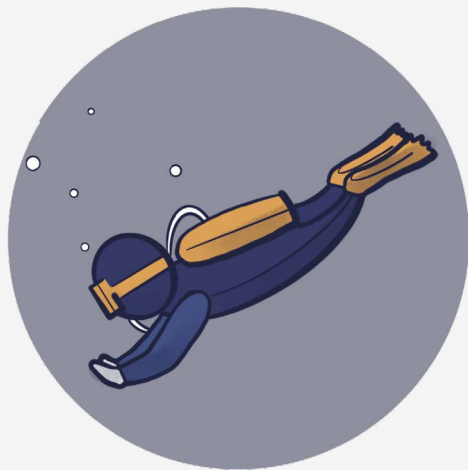
Designing visuals for a research project and translating the project including theory, methods, and results in a visual form

funded by a grant from NRO (The Netherlands Initiative for Educational Research)

VISUAL SUMMARY







3 | Aanpak

In het onderzoek hebben we de initiatieven en de werkzame elementen in kaart gebracht. Daarnaast hebben we gekeken naar de behoeften vanuit studenten, docenten en beleidsexperts. Tenslotte hebben we gekeken naar manieren waarop de initiatieven verduurzaamd kunnen worden, en hoe aandacht voor welbevinden en veerkracht in het curriculum geboord kan worden. De data is verzameld binnen een consortium van negen HBO- en WO-lerenopleidingen, verdeeld over vier regionale allianties. De dataverzameling bestond zowel uit deskresearch als uit veldwerk, waarbij we gebruikgemaakt hebben van documentanalyse en informele interviews met betrokkenen en semi-structureerde interviews. Verder hebben we door middel van een hackathon¹ meer inzicht gekregen in de perspectieven van studenten, docenten en beleidsexperts op de borging van aandacht voor veerkracht en welbevinden in het curriculum.

Onderzoeksfasen

Het onderzoek bestond uit twee fasen, namelijk het in kaart brengen van de initiatieven, van de werkzame elementen en de behoeften van studenten, opleiders en beleidsexperts (fase 1) en het in kaart brengen van de verduurzaming en borging van de initiatieven (fase 2).

Fase 1: Initiatieven in kaart

In deze eerste fase zijn er gesprekken gevoerd met de betrokken consortiumpartners. Daarnaast zijn er documenten verzameld bij de negen deelnemende opleidingen. Denk bijvoorbeeld aan initiele NPO-bestedingsplannen, tussenevaluaties, en relevante paragrafen uit de jaarverslagen. Er is vervolgens een overzicht gemaakt met daarin informatie over doelgroep, reikwijdte, inhoud en vorm. Dit leverde een overzicht op van meer dan 70 initiatieven (zie figuur 4 op pagina 24).



In overleg met de consortium partners hebben we besloten om één initiatief per instelling te selecteren. We wilden een brede variatie aan initiatieven bekijken, en hebben daartoe op basis van onze onderzoeksvragen de volgende criteria opgesteld:

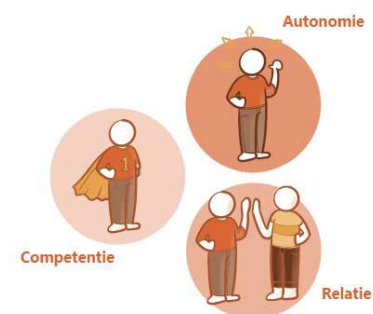
- variatie in doelgroep (studenten, staf of beide),
- variatie reikwijdte (faculteit, opleiding of een specifieke groep/eenheid),
- variatie in inhoud (bv. vaardigheden, kwaliteit van de opleiding, of welbevinden),
- variatie in vorm (curriculumaanbod, overig).

¹ Een hackathon is een evenement waarin teams gezamenlijk werken aan een innovatieve oplossing voor een maatschappelijk probleem.

Om deze concepten in kaart te brengen, baseren we ons in het onderzoek op twee theoretische raamwerken. De zelfdeterminatietheorie (Ryan & Deci, 2000), die aansluit bij bevorderen van welbevinden, en het BRiTE raamwerk dat ingaat op het versterken van veerkracht bij leraren (Mansfield et al., 2016). Deze twee raamwerken overlappen en vullen elkaar ook aan.

Zelfdeterminatietheorie

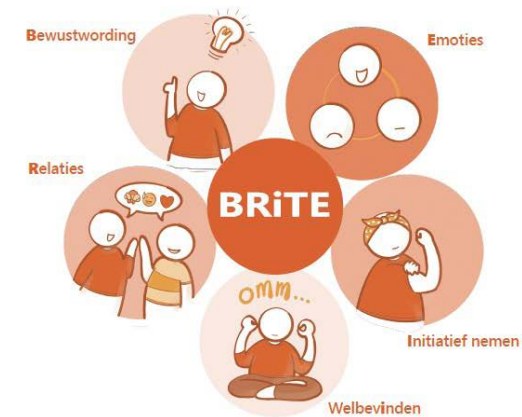
In het kader van de zelfdeterminatietheorie (ZDT, Ryan & Deci, 2000) is gekeken naar de vraag hoe het onderwijs kan worden ingericht om het welbevinden van studenten te bevorderen. Vanuit dit perspectief wordt het bevredigen van drie basisbehoeften - de behoefte aan autonomie, competentie en relatie - verbonden aan een hogere mate van welbevinden (zie figuur 2). Dit perspectief is interessant voor het in kaart brengen van de NPO-initiatieven en voor het identificeren van werkzame elementen binnen deze initiatieven. Zo kunnen initiatieven bijvoorbeeld gericht zijn op het versterken van autonomie, wanneer ze aandacht besteden aan keuze (bijvoorbeeld van vakken) in de opleiding.



Figuur 2. De zelfdeterminatietheorie

BRiTE raamwerk

Het acroniem BRiTE staat voor Building resilience (bewustwording), Relationships (relaties), wellbeIng (welbevinden), Taking initiative (initiatief nemen) en Emotions (emoties) (zie figuur 3). Dit raamwerk gaat in op het belang van persoonlijke bronnen, contextuele bronnen en strategieën om veerkracht bij aanstaande leraren te bevorderen (Mansfield et al., 2016). Het gaat hier om het inzetten van: 1) persoonlijke hulpbronnen, zoals motivatie, self-efficacy en emotieregulatie, 2) hulpbronnen in de omgeving, zoals onderlinge relaties en ondersteuning van collega's, vrienden en familie, en 3) strategieën, zoals probleemoplossend vermogen en het balanceren tussen werk en privé. Aandacht voor het versterken van deze bronnen en strategieën zouden ook uitgangspunten kunnen zijn van de verschillende initiatieven.



Figuur 3. Het BRiTE raamwerk

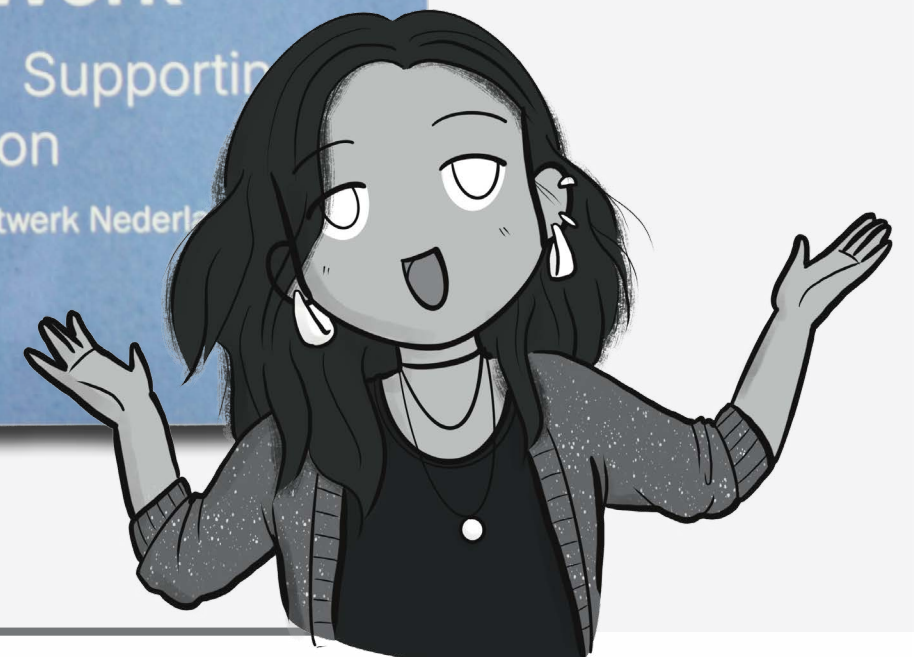
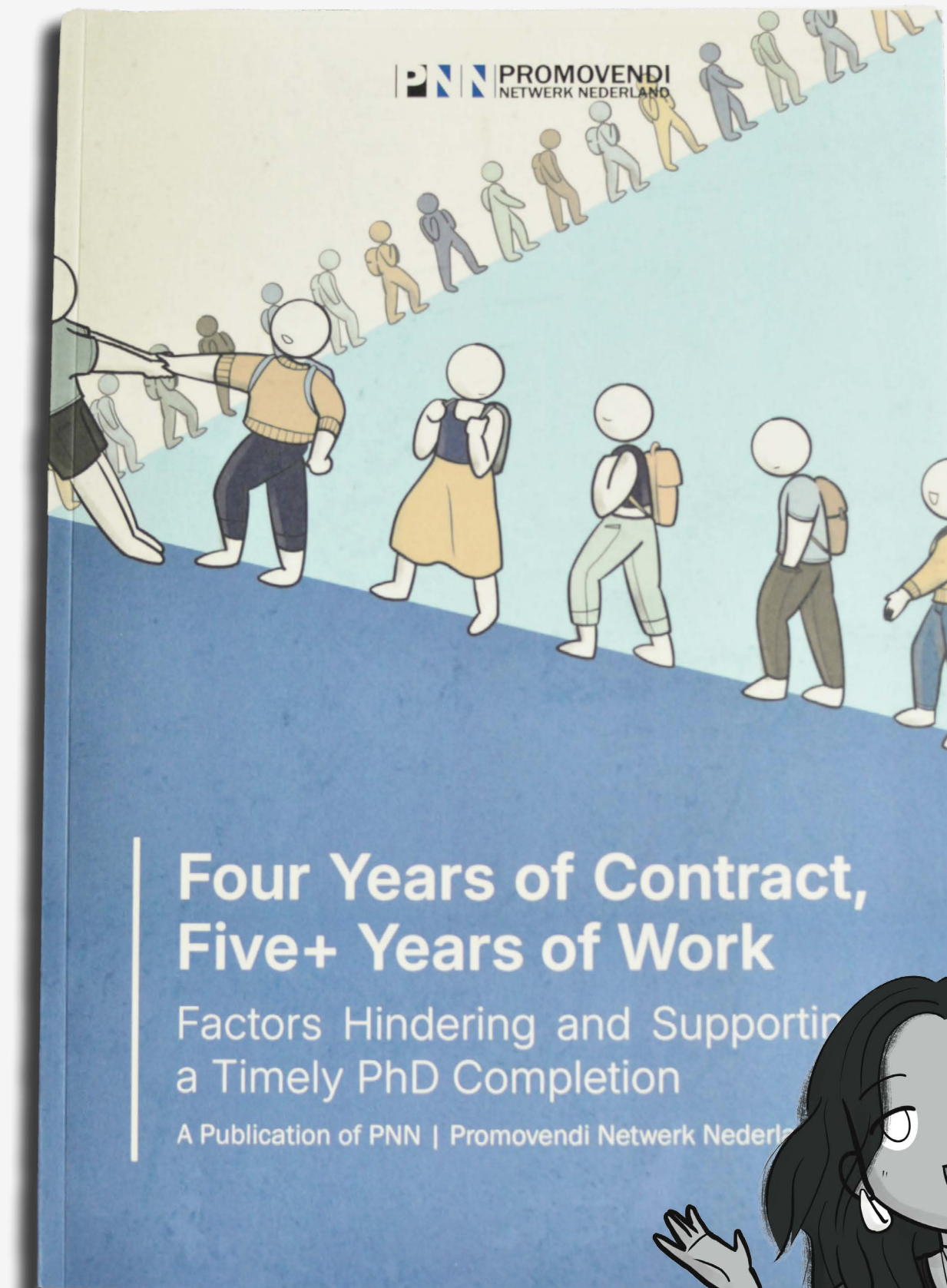
FOUR YEARS OF CONTRACT, FIVE+ YEARS OF WORK (2025)

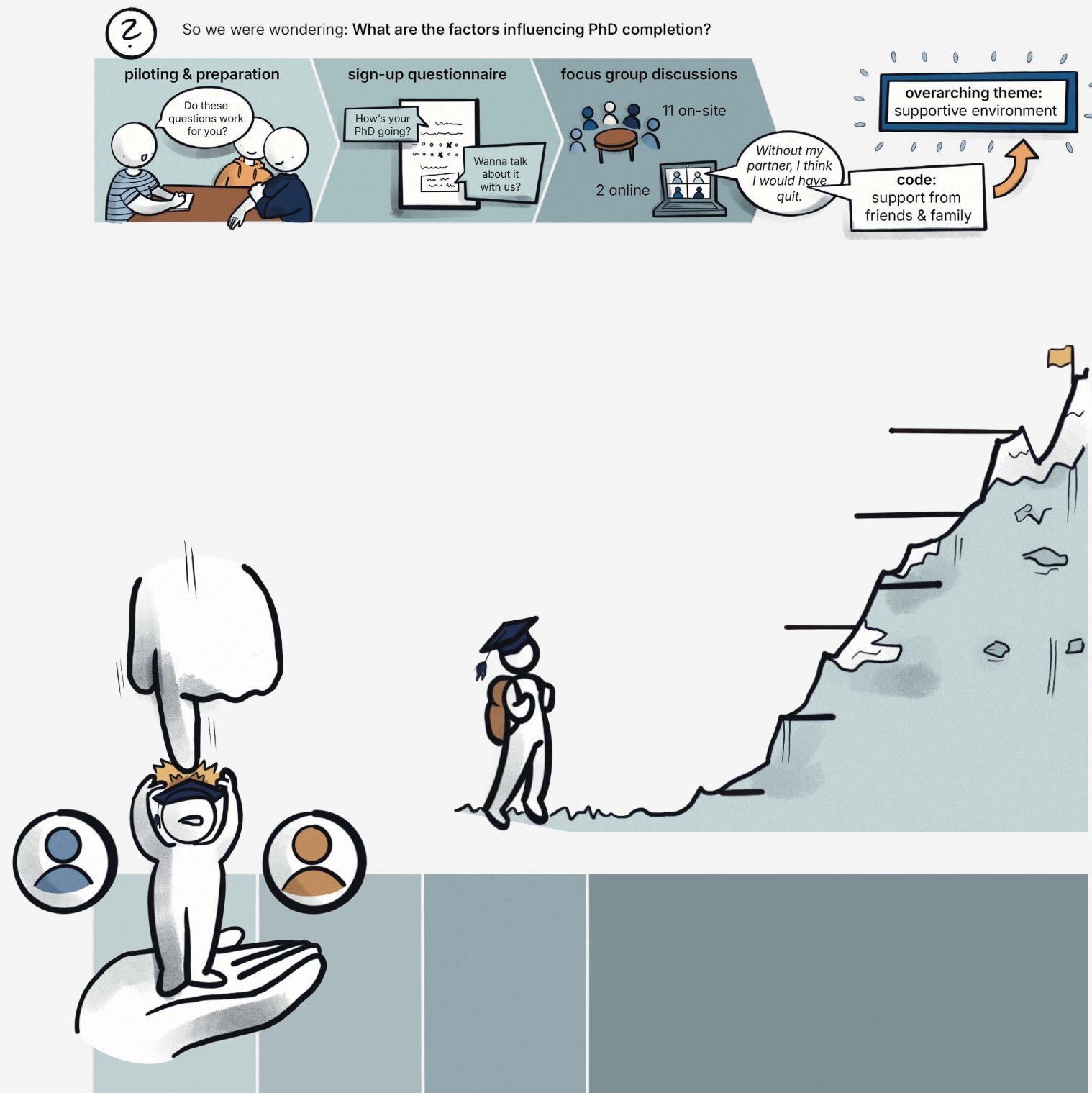
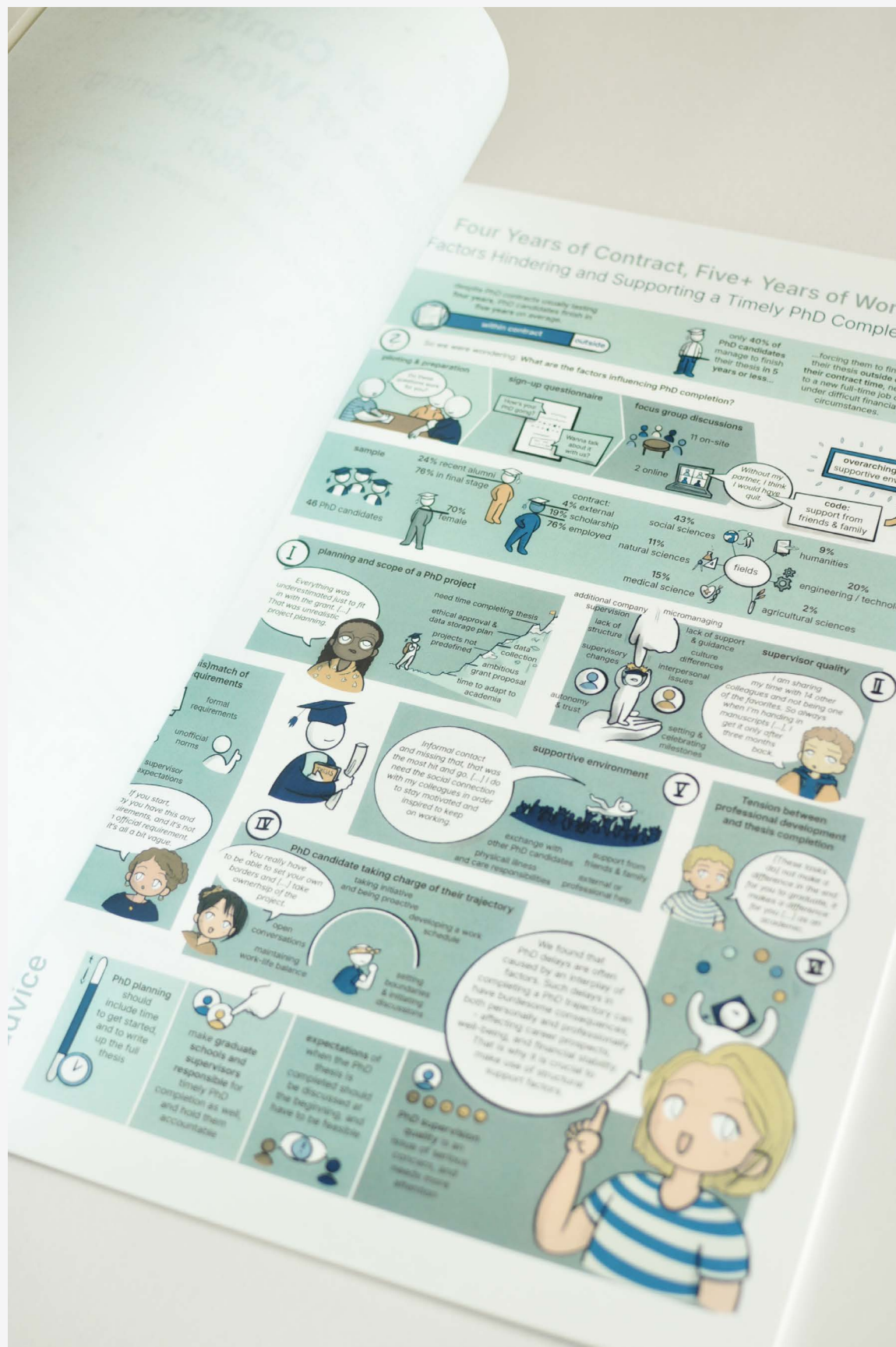
Client | Promovendi Netwerk
Nederland (PNN; network of Dutch
PhD students)

Type of work | Report & Infographic

Tasks | Text (Infographic) & image –
visual translation of research results
– content design (Infographic) & visual
concept – layout – typography

Design of a report on factors that
hinder or promote the completion of
a doctoral thesis in the Netherlands,
including: cover design, report layout,
illustration of a character who guides
the reader through the report, visual
summary of the research project as an
infographic.





ROADS TO SUPPORT

(2025)

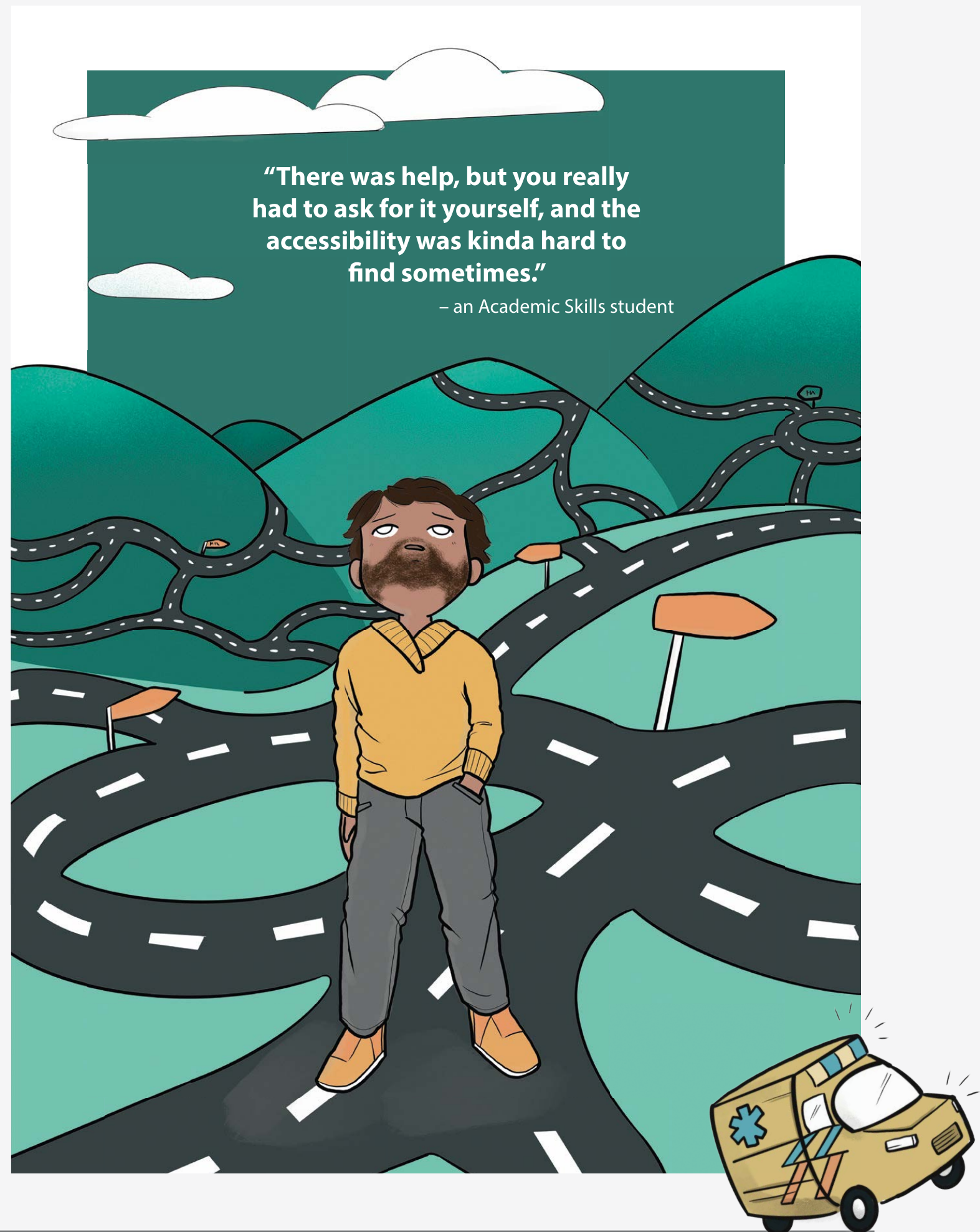
Client | University of Groningen

Type of work | Poster & postcards

Tasks | Text & image – visual translation of research results – content design & visual concept

Visual summary of bundled information regarding university contact points for student support in the form of a roadmap; visualisation of meaningful research results from a focus group study on the accessibility of these support options

funded by a grant from ComeniusNetwerk (Dutch network for educational innovation)



Roads to Support

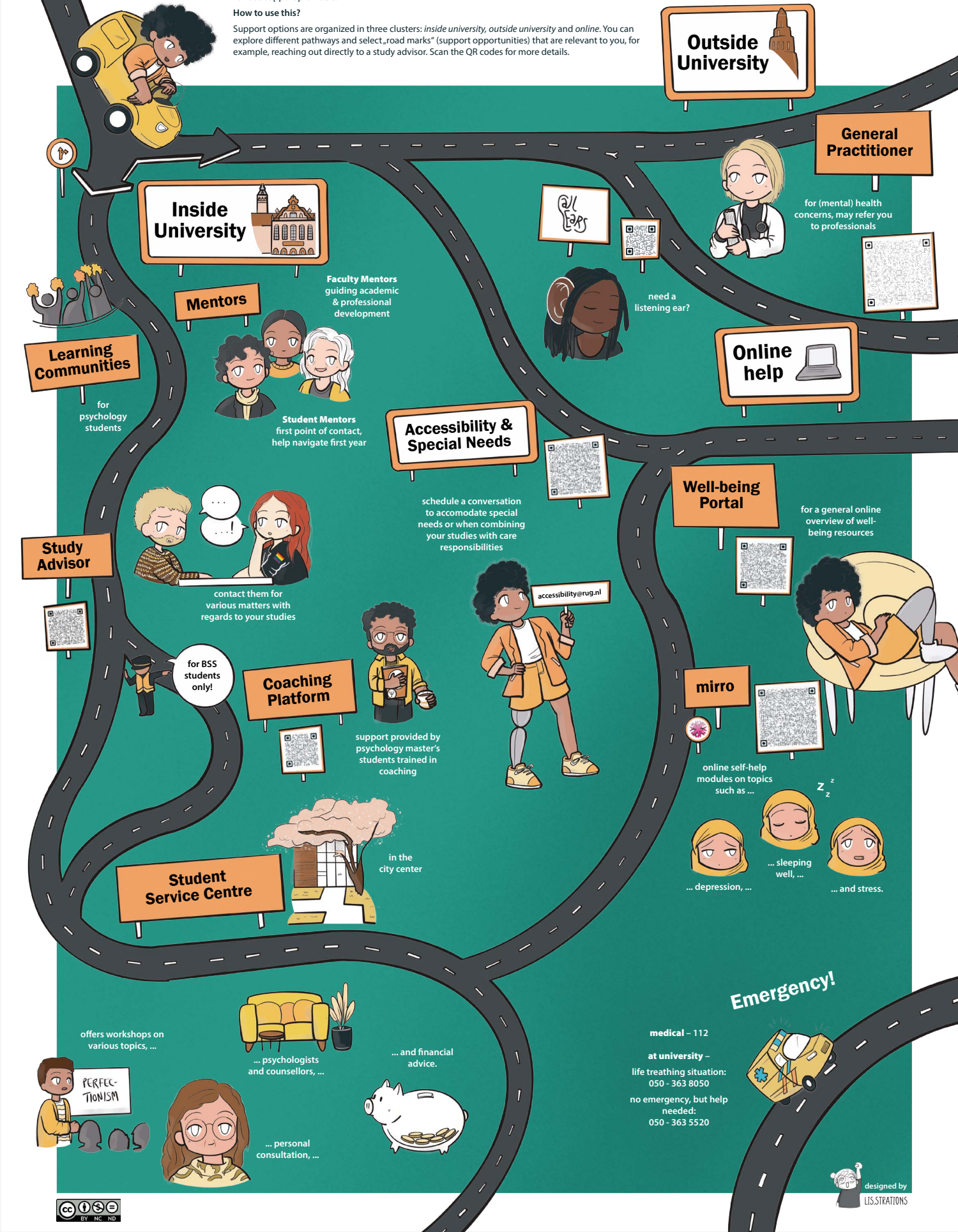
As a student, you may face both academic and personal challenges during your studies. To help you navigate the available support, we have created a visual overview based on input from students and various support providers.

How to use this?

Support options are organized in three clusters: *inside university*, *outside university* and *online*. You can explore different pathways and select „road marks“ (support opportunities) that are relevant to you, for example, reaching out directly to a study advisor. Scan the QR codes for more details.



This poster is made possible thanks to Comenius Teaching Fellowship awarded to Liga Kļaviņa (L.Klavina@rug.nl)



CAN OF NORMS

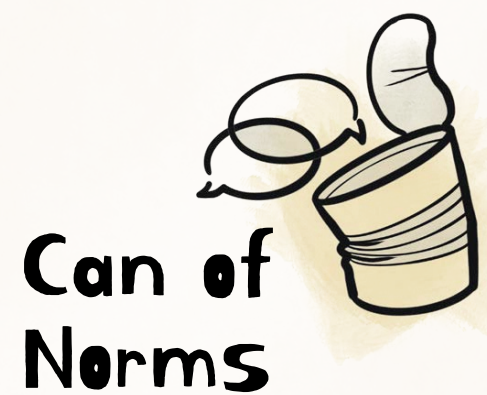
(2026)

Client | Utrecht University

Type of work | Serious Game

Tasks | Image – visual concept

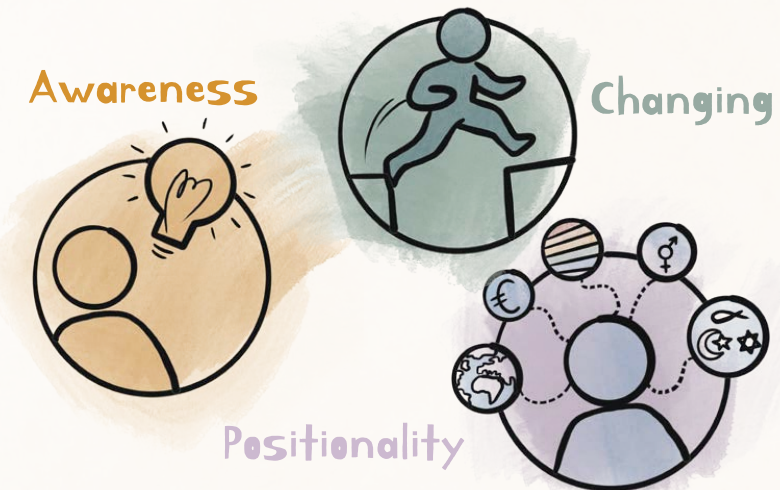
Visuals and layouting of playing cards for a conversation starter surrounding the topic of the hidden curriculum in higher education



A hidden curriculum conversation starter

Instructions

- Use the Can of Norms during a lunch session, team meeting, or reflection moment.
- Draw one card at a time. The colour of the card indicates the stages, increasing in complexity from yellow to purple to green cards.
- Read the question aloud and briefly discuss them (5 minutes per card).
- Try to connect the question to your own teaching practice, programme, or faculty.
- When drawing a green (Changing) card, aim to identify at least one small, concrete action.



Symbols & Ideologies



When was the last time you wondered whether you truly belonged at the university and what signals (language, behaviour, atmosphere) triggered that feeling?

Rituals & Routines



What could you change in your routine to disrupt (unhealthy, unproductive, unfair) power dynamics within your organisation (e.g., department, faculty, university)?

Stories (Role Models)



How do the examples you use in your teaching reflect — or fail to reflect — the diversity of your students?

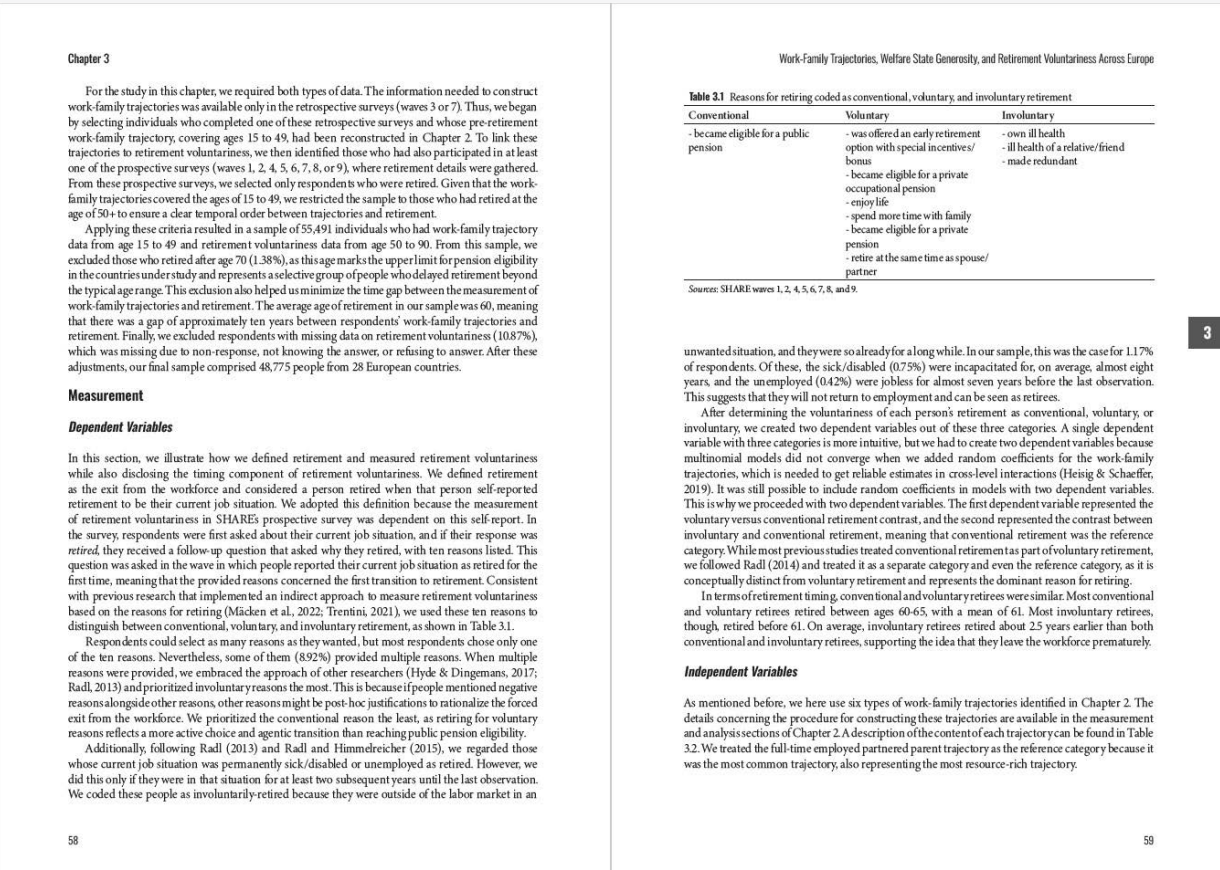
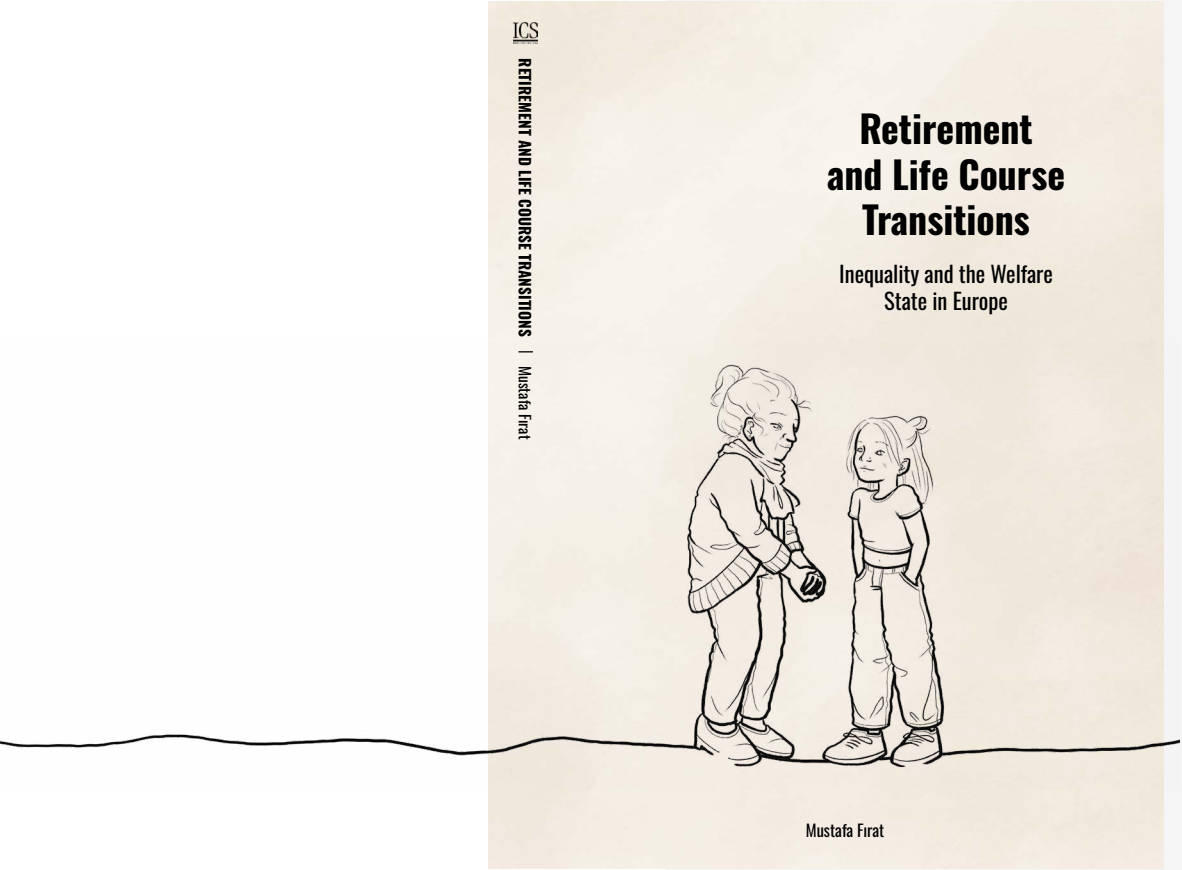
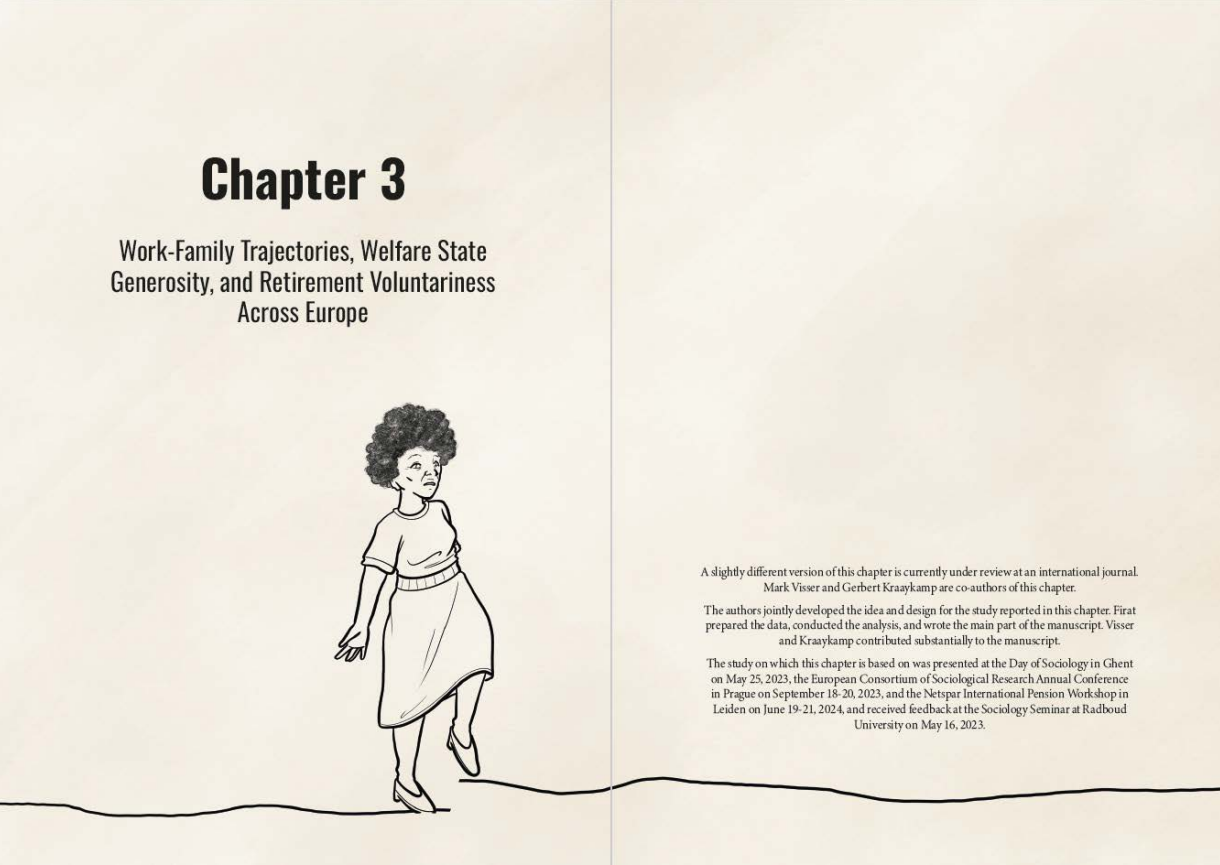
VARIOUS DISSERTATIONS
(2024-2026)

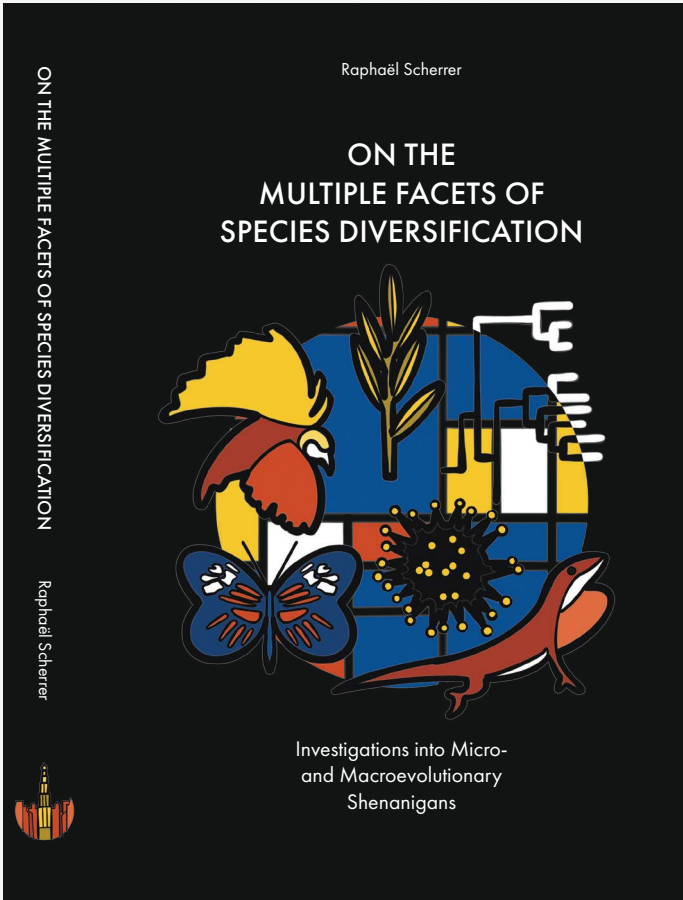
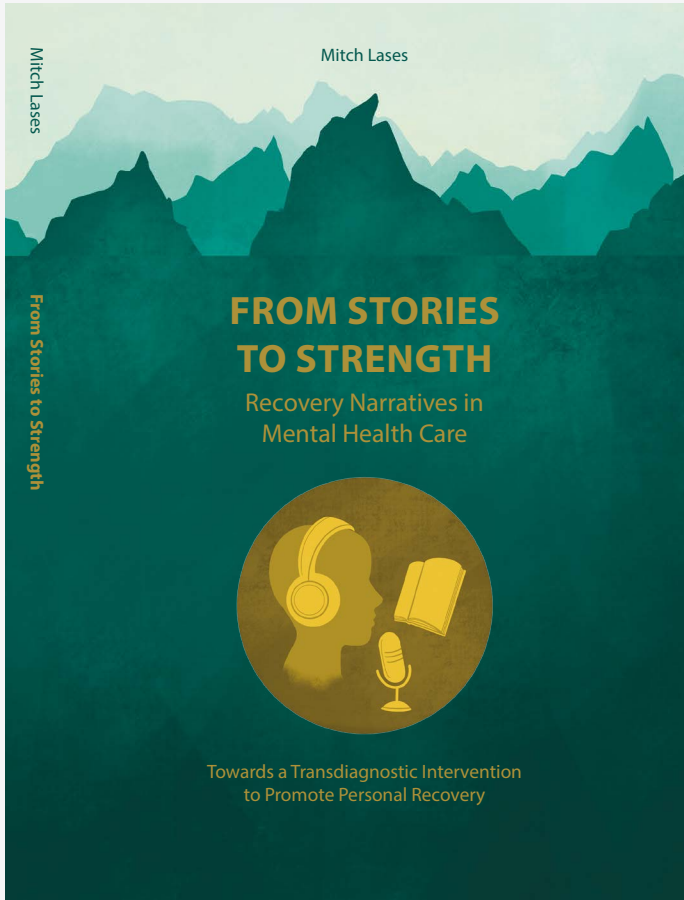
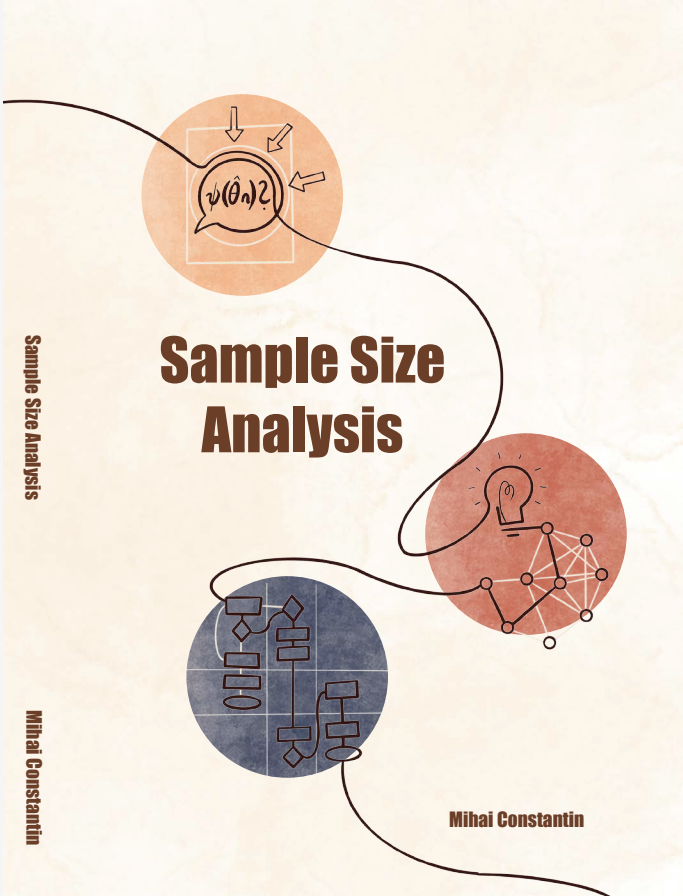
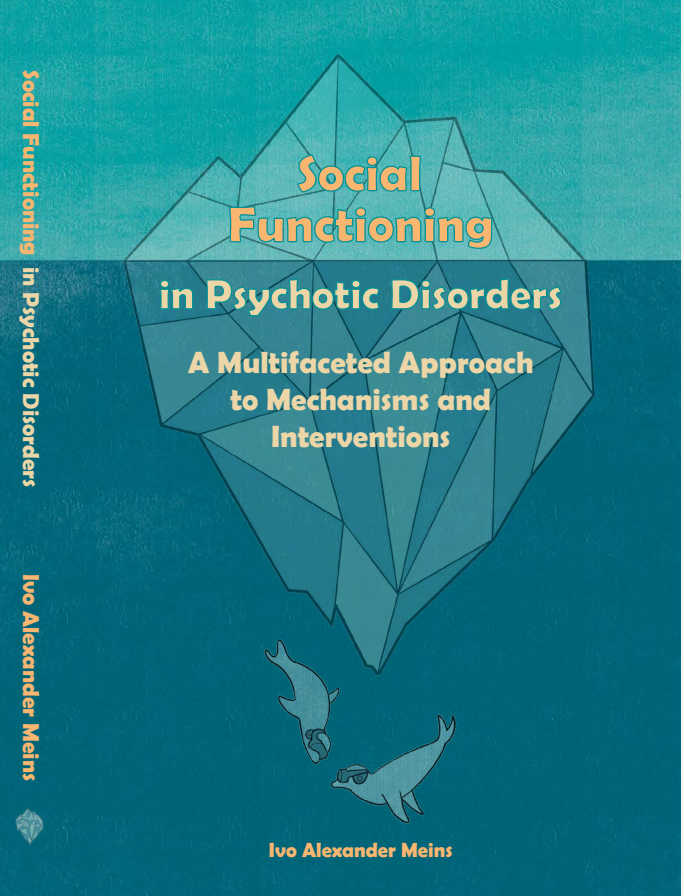
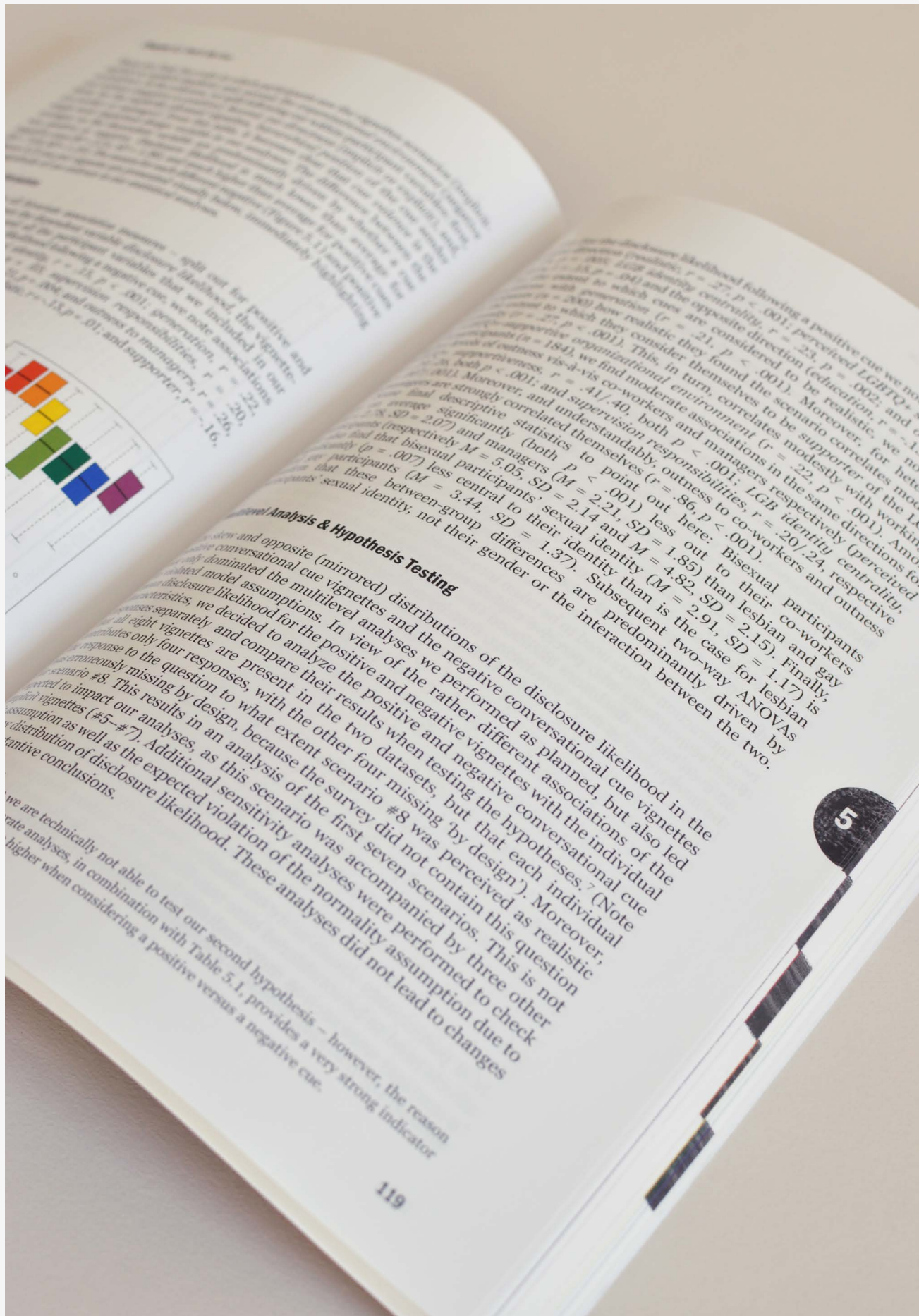
Client | Various PhD students

Type of work | Dissertations

Tasks | Image – visual translation of research topics – visual concept – typography

Coverdesign of dissertations including inner layouting of text, figures, and tables; design of accompanying bookmark and propositions





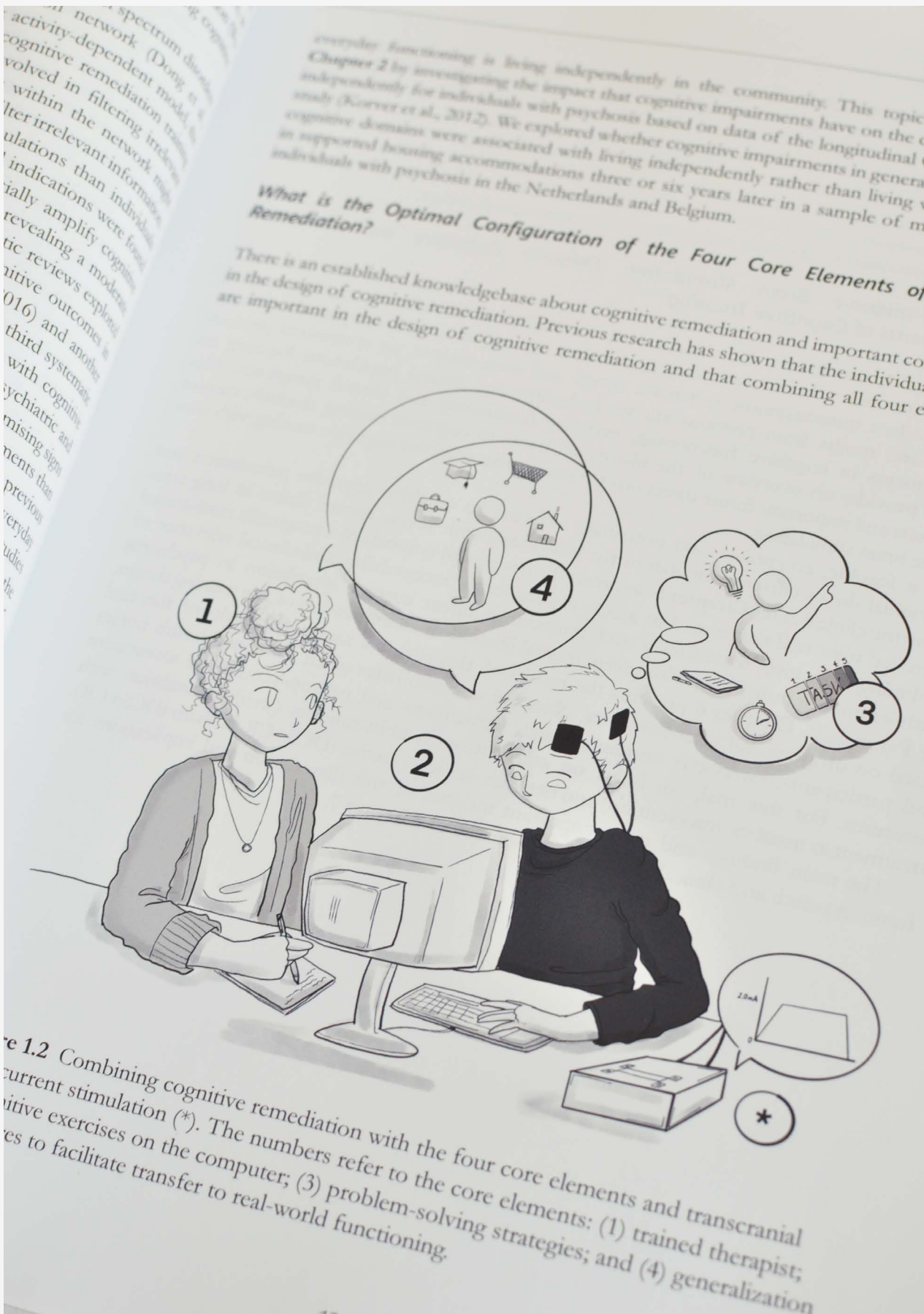
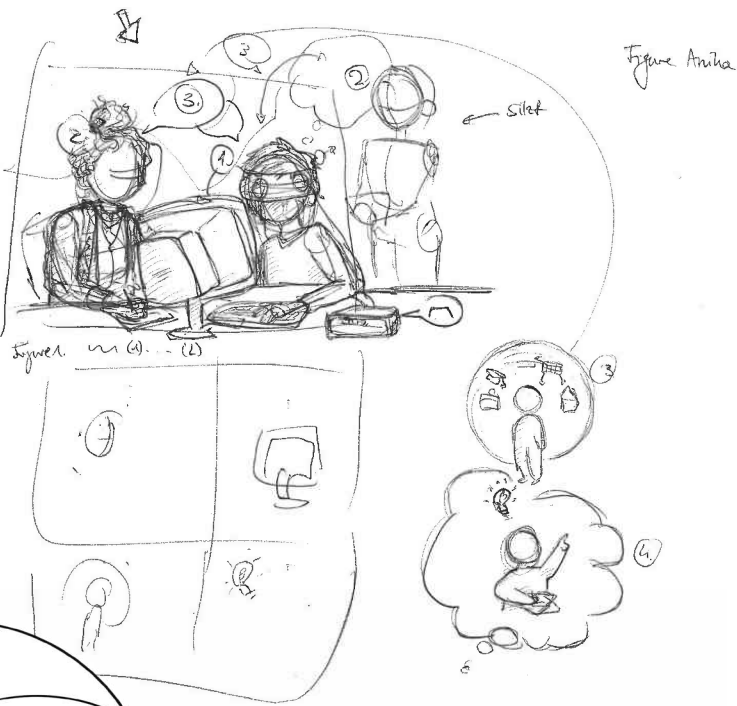
VARIOUS RESEARCH VISUALS
(2024-2025)

Client | Various researchers

Type of work | Single illustrations/
visuals

Tasks | Text (some) & image – visual
translation of research results (some)
– content design (some) & visual
concept – typography

Visualisations of researchers, research
methods and study designs, and
research results



VISUALISING RESEARCH METHODS

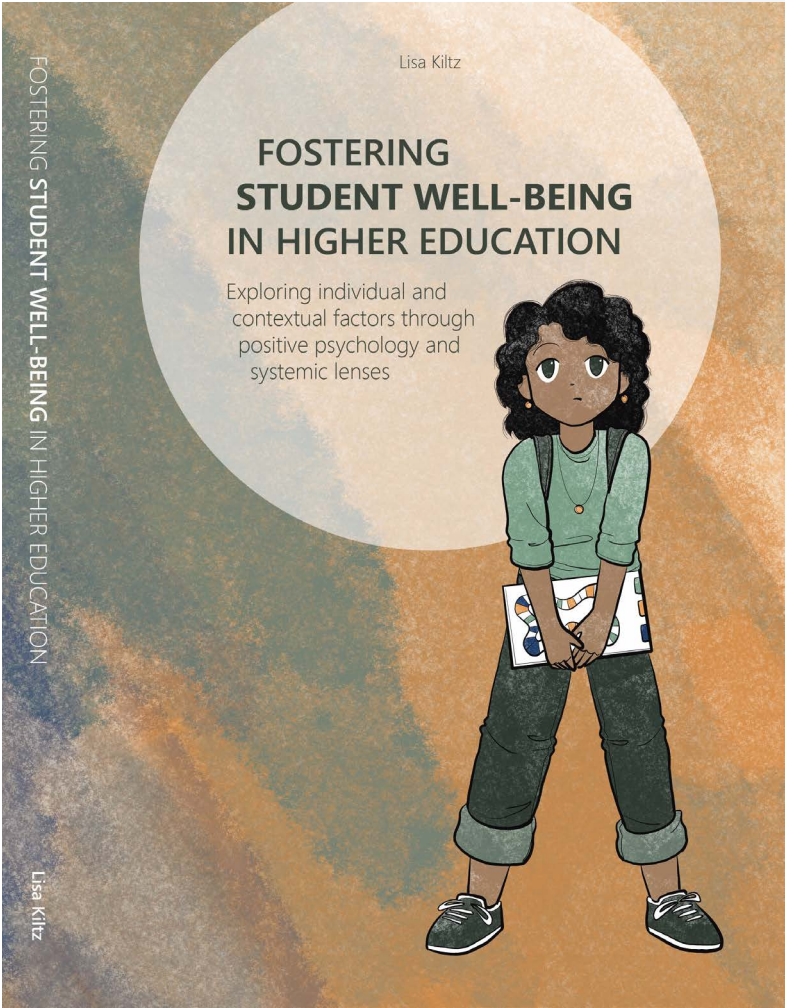
FOSTERING STUDENT WELL-BEING IN
HIGHER EDUCATION (2024)

Client | Free work

Type of work | Booklet – scientific
cartoons

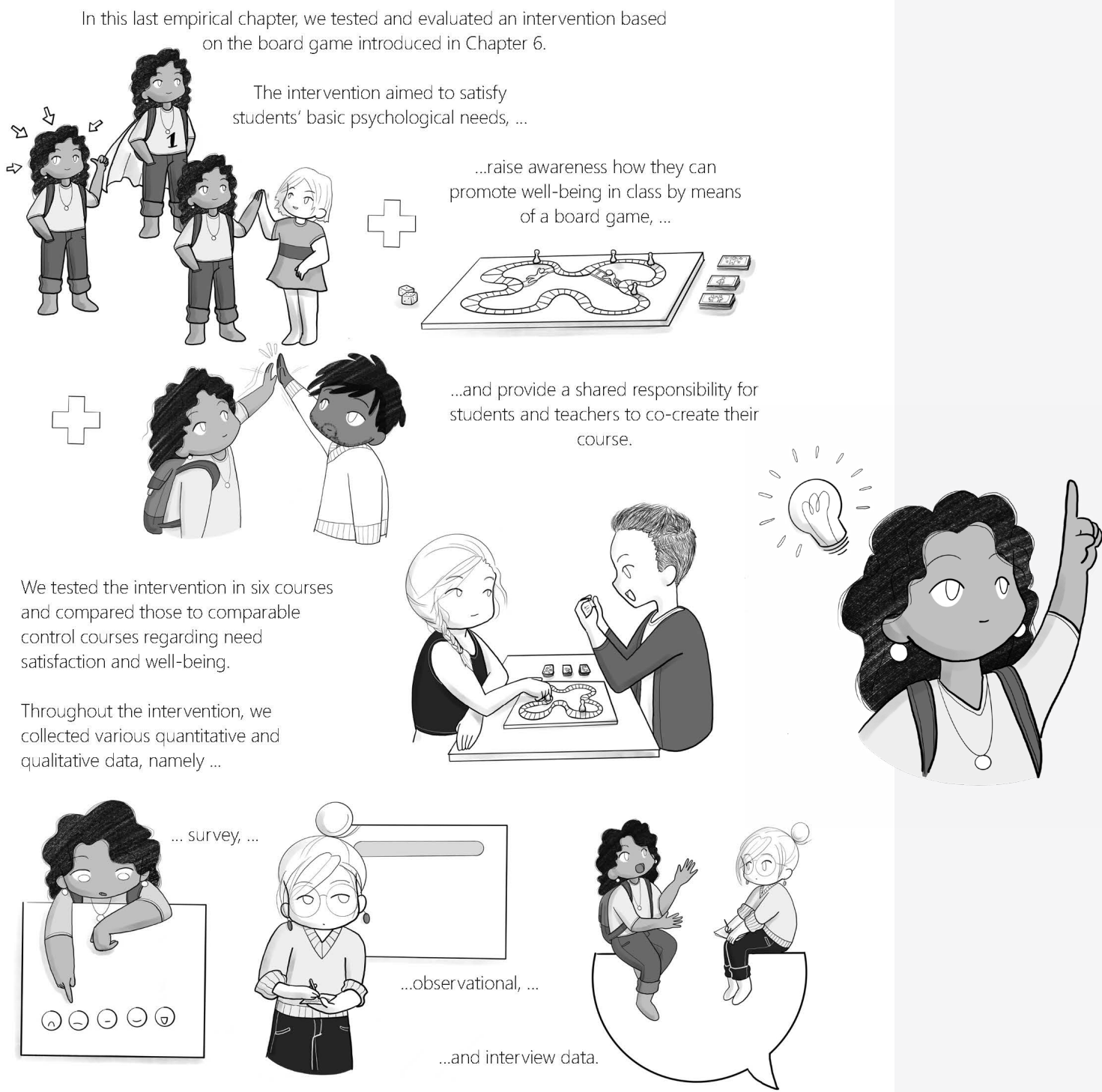
Tasks | Plot, story, text & image –
visual translation of research results
– content design & visual concept –
typography

Visual summary of my own
dissertation (theoretical concepts,
methods, results) per chapter in form
of cartoons



Chapter 7 | Evaluating a Game-based Approach to BPN Intervention

Chapter 7 in Pictures





Chapter 3 in Pictures

In Chapter 3, we focussed on student well-being during COVID-19, focussing on three research questions:

Which stressors affected students, ...

... which resilience factors helped them face these stressors, ...

...and what role the learning environment played.

We interviewed two students, two teachers, and two support staff four times throughout the first pandemic months and analysed the interviews thematically.

1 We found a number of postulated pandemic-related stressors that affected students, such as ...

... disruption of social life, ...

... loss of daily routines, ...

What will happen tomorrow?

Try again!

... uncertainty, ...

Cancelled!

...and a sense of loss.

2 Moreover, we identified a wealth of resilience factors, counteracting the pandemic's adverse effects, ...

... both within the individual - such as social resources (e.g., social support) and personal resources (e.g., self-compassion) - ...

... and within academia - such as relatedness to faculty members.

3 Finally, we encountered changes in how the pandemic-affected learning environment satisfied students' basic psychological needs, ...

... with competence being the least...

...and relatedness the most affected.

Such insights may help us create a healthier learning environment for students such as Isabella even after the pandemic.

FACING THE DEAD (2026)

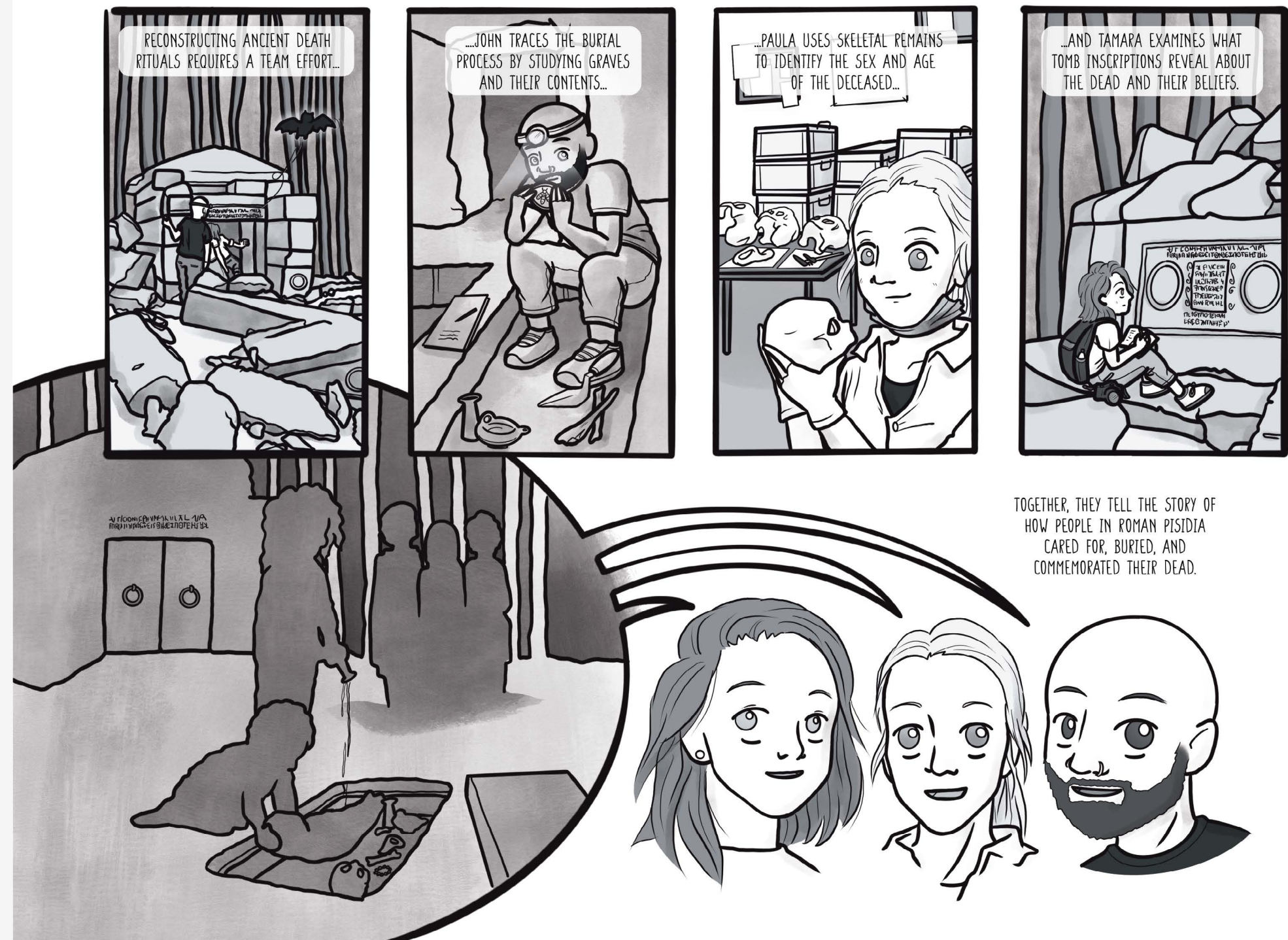
Client | Young Academy Groningen

Type of work | Scientific cartoons

Tasks | Plot, story, text & image –
visual translation of research results
– content design & visual concept –
typography

Cartoon visualisation of an
archeological research project as part
of the “Tools of the Trade” scientific
cartoon series

FACING THE DEAD: RECONSTRUCTING THE FUNERARY RITUALS OF ROMAN PISIDIA DR. TAMARA DIJKSTRA, PAULA KALKMAN, JOHN TURCO



PSYCHOLOGY CARTOONS

(since 2020)

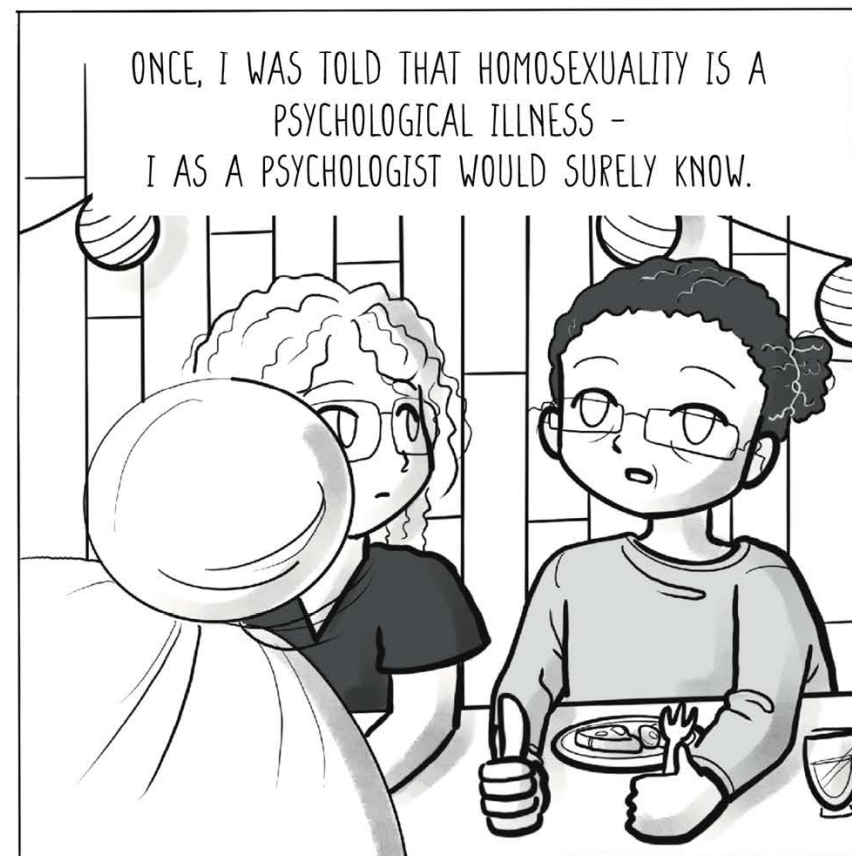
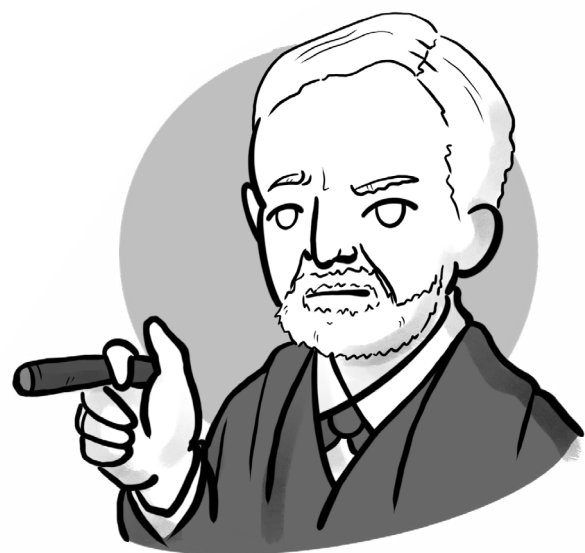
Client | Free work

Type of work | Cartoons

Tasks | Plot, story, text & image –
content design & visual concept –
typographie

Designing cartoons on
psychological and social science topics
for educational and informational
purposes

Instagram @lis.strations



ONCE, I WAS TOLD THAT HOMOSEXUALITY IS A
PSYCHOLOGICAL ILLNESS –
I AS A PSYCHOLOGIST WOULD SURELY KNOW.

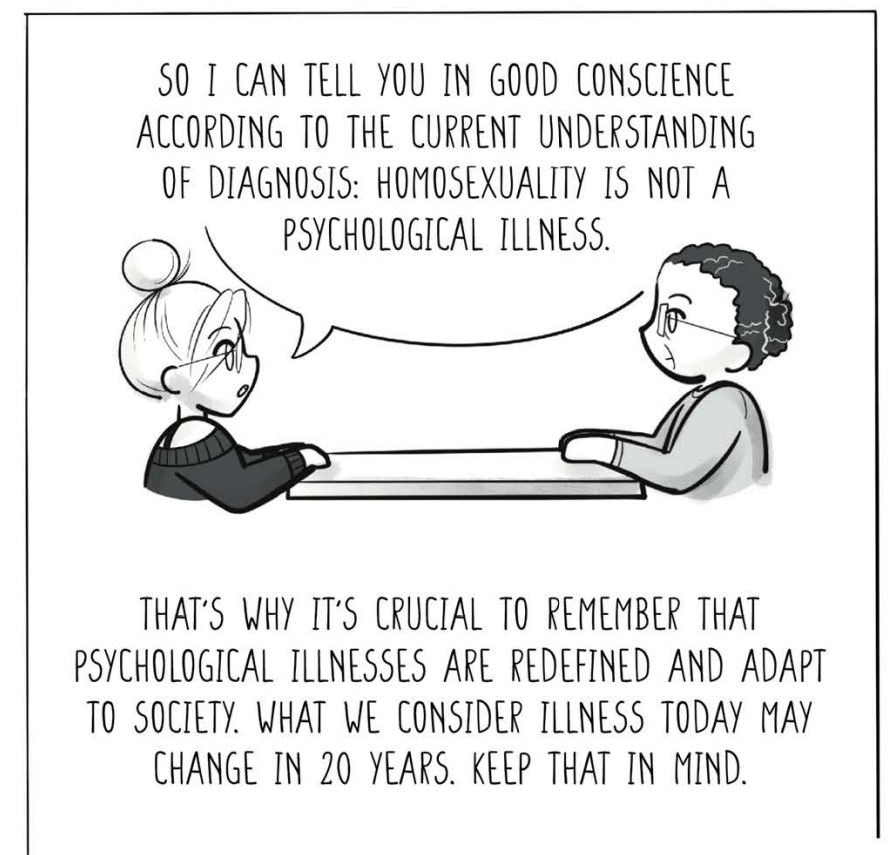


AT FIRST, I FELT LIKE I'D BEEN
BEATEN OVER THE HEAD – OF COURSE
HOMOSEXUALITY IS NOT A DISEASE. BUT
EVEN PSYCHOLOGY DIDN'T
THINK SO FOR A
LONG TIME.
SO I SAID: ...



YOU KNOW, INDIVIDUAL
DISEASES ARE SHAPED BY
SOCIETY'S DEFINITION OF
„NORMAL“ – FOR EXAMPLE,
A HOMOPHOBIC SOCIETY
VIEWS HOMOSEXUALITY AS
PROBLEMATIC.

THIS IS WHY RESEARCHERS,
EXPERTS, AND
PSYCHOLOGISTS REGULARLY
UPDATE PSYCHOLOGICAL
DIAGNOSES USING MANUALS
LIKE THE DSM-V OR ICD-11.



SO I CAN TELL YOU IN GOOD CONSCIENCE
ACCORDING TO THE CURRENT UNDERSTANDING
OF DIAGNOSIS: HOMOSEXUALITY IS NOT A
PSYCHOLOGICAL ILLNESS.

THAT'S WHY IT'S CRUCIAL TO REMEMBER THAT
PSYCHOLOGICAL ILLNESSES ARE REDEFINED AND ADAPT
TO SOCIETY. WHAT WE CONSIDER ILLNESS TODAY MAY
CHANGE IN 20 YEARS. KEEP THAT IN MIND.

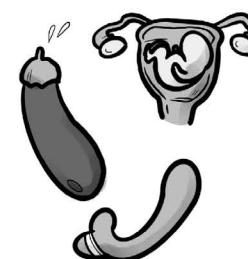
PSYCHOLOGY EXPLAINED: HYSTERIA

PEOPLE!
FOR MY 100TH COMIC, LET'S TALK
ABOUT THE ROLE OF PSYCHOLOGY
IN THE CONCEPT OF HYSTERIA AND
WHAT IT HAS TO DO WITH
HAVING AN UTERUS.



ACIENT GREEKS BELIEVED THE
UTERUS (HYSTERA IN GREEK)
TO AFFECT WOMEN'S HEALTH BY
WANDERING THROUGH THE FEMALE
BODY, CAUSING ANXIETY AND
DEPRESSION.

(THANKS, PLATO!)



THE SOLUTION: MALE
SEMEN AND PREGNANCY.
WHAT ELSE?
(BUT ALSO MASTURBATION, YAY!)

IN 1880, JEAN-MARTIN CHARCOT INTRODUCED
THE FEMALE-ONLY DISEASE „HYSTERIA“ TO
SCIENCE TO DESCRIBE EVERYTHING WRONG
WITH WOMEN – SUCH AS NOT BEING
SUBMISSIVE.



FREUD – A STUDENT OF HIS – FURTHER
STATED THAT HYSTERIA WAS DUE TO WOMEN
REALISING THAT THEY WERE ROBBED OF A
PENIS. THE SOLUTION (STILL): PENETRATION
(NOTA BENE: INCLUDING AN ORGASM!)

THIS SEXIST DIAGNOSIS OF „HYSTERIA“ WAS
DELETED FROM THE DSM – THE DIAGNOSTIC
AND STATSTICAL MANUAL OF MENTAL
DISORDERS – ONLY IN 1980!

SO, WE SHOULD BE CAREFUL
NEXT TIME WE WANT TO USE
PHRASES LIKE „SHE WAS
BEING SO HYSTERICAL!“





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