

# The professional profile of PhD-holders

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## Neurosciences

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### Core business

#### PHASE 1 Evaluation

*Evaluates the value of various documents concerning his field of expertise.  
Is able to judge his own results in terms of both quality and added value.  
Is willing to expose ideas to a critical audience; takes others' opinions of his work into account.  
Is willing to evaluate the work of other contributors and provides reasoned, realistic judgments of others' work.*

### Personal and relational qualities

#### PHASE 1 Communication

*Knows how to put together a persuasive presentation and communicate about his project or his activity.  
Understands, interprets and communicates appropriately in a register suited to his aims and his audience.  
Masters a range of communication tools.  
Masters his online identity.  
Contributes to the dissemination of knowledge within the company, and demonstrates effective teaching skills.  
Is proficient in at least English and one other world language.*

#### PHASE 3 Collaboration

Collaboration avec l'Unité de Nutrition Clinique de l'Hôpital Paul Brousse pour co-rédaction d'articles. Collaboration avec l'U1215 du Neurocentre Magendie, pour construction d'un projet de recherche commune avec l'IPNP. Cotutelle internationale avec l'Université de Salerno.

*Can identify and mobilize various networks.  
Sets up cooperations with a range of external organizations, at both national and international levels.*

#### PHASE 2 Open-mindedness and creativity

*Explores related fields.  
Conceives new projects to find answers to essential questions.  
Encourages his staff to seek challenge, be curious and engage in scientific questioning.  
Defines and carries out innovative interdisciplinary projects with the help of contributors from various backgrounds.  
Serves as a vector of innovation, a realistic visionary, a constructive agitator.  
Encourages creativity and innovation among his staff.  
Has acquired professional experience abroad in a culture other than his own.*

### **PHASE 1** Commitment

*Recognizes and can clearly identify his sources of motivation.  
Is able to sustain his commitment and motivation in the face of setbacks and adversity.  
Deals efficiently with the routine aspects of his job.  
Strives for excellence; shows determination.  
Learns from his mistakes and bounces back from failures.  
Relies on the support and assistance of his peers.*

### **PHASE 2** Integrity

*Builds staff awareness of the need for responsible conduct of research.  
Advises his peers and staff concerning matters of respect, confidentiality, anonymity and intellectual property.*

### **PHASE 1** Balance

*Is aware of his aptitudes, knows how to take advantage of them and demonstrate them.  
Expresses himself relevantly, confidently and didactically.  
Recognizes the limits of his knowledge, skills and expertise, and knows where to find support when needed.  
Is able to consider his practices and experience as part of the bigger picture.  
Develops his strengths and knows how to correct his weaknesses by seeking the opinion of others.  
Is aware of the need to reconcile career and personal life.  
Develops mechanisms to cope with pressure and seeks support when needed.*

### **PHASE 3** Listening and empathy

Docteur en médecine spécialisée en psychiatrie, capacité d'écoute et analyse du discours et de l'état psychologique de mon interlocuteur systématique. Contact prolongé et fréquent avec personnel spécialisé dans des domaines complémentaires (autres spécialités médicales, recherche fondamentale). Détention de moyens de validation et valorisation de l'autre (validation, écoute réflexive, formules d'empathie).

*Encourages his staff to exercise their listening abilities.  
Establishes a mode of operation that allows everyone's contributions to be taken into account.*

## **Business management and value creation**

### **PHASE 2** Project management

*Is attentive to discontinuities, trends and weak signals; is prepared for the unexpected; identifies unforeseen opportunities in the project.  
Recognizes good ideas and best practices, identifies weaknesses and gaps.  
Considers and implements any necessary changes in objectives, organization, schedule, resources and quality requirements.  
Knows how to drive his staff in compliance with scheduling and time constraints.  
Utilizes a wide range of project management strategies; clarifies priorities and formalizes expectations.  
Introduces quality systems.  
Guides difficult, complex projects to successful completion; manages several projects simultaneously and efficiently; can intervene to conduct project audits and propose action plans to get projects back on track.  
Provides support or assistance to his staff; takes over on projects that lack leadership.*

**PHASE 1 Strategy**

Validation de la formation : DFEC5 - Découvrir et accéder à la recherche académique, du 27 au 28 Février 2023 (10.5 heures).

*Is aware of how his project fits into the organization's strategy and the strategic directions of the sector or field of activity.*

*Understands relationships between entities and individuals (the role and drivers of each).*

*Is able to identify influent people that support his projects and understand what they stand to gain from it.*