

Adrià Chorro i Satorra**PhD student in Cytoskeleton Dynamics & Developmental Neurobiology**

A young researcher interested in understanding the molecular mechanisms of the cytoskeleton network inside the cells and the intrinsic relation during the development of multi-cellular organisms.

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🌐 Microtubule Regulation in Multi-Cellular Animals Lab : <https://www.ijm.fr/research-topics/conduit-lab-va/?lang=en>

**Core business****PHASE 1 Skill development**

- Sets his professional goals to be ambitious yet realistic.
- Identifies and develops means to enhance his employability throughout his career; manages his professional development.
- Broadens and upgrades his skillset, personal qualities and achievements.
- Uses his networks to expand his scope of competence.
- Knows how to transfer his expertise to other fields of activity.
- Realizes the necessarily international dimension of his career path.
- Accepts input from a mentor or coach to benefit his professional development.

PHASE 1 Evaluation

Manage to acquire this skill by participating in internal and external seminars during my PhD, exposing my project views and receiving constructive input that I can apply to improve my research.

- 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.

PHASE 1 Information management

- Knows how to review the state of the art (SOTA) in a scientific topic.
- Makes efficient use of information-gathering methods, identifies pertinent resources, particularly bibliographic resources.
- Masters web-based research (e.g., bibliographic databases, patent databases)
- Knows how to judge the pertinence of information, critique sources and check source reliability.
- Designs and implements information-gathering and management systems using suitable technology.
- Addresses issues relating to the security and life cycle of data.
- Seeks out support from experts in information and data management.

PHASE 1 Expertise and methods

Reading peer-reviewed papers in scientific journals is key to keep in contact with the state of the

art in the scientific research field.

- *Masters the basic knowledge and key concepts of his field and knows their history and their significance.*
- *Is familiar with recent progress in his field.*
- *Can view his research activities within an international context.*
- *Is familiar with the investigative methods and techniques of his field (including mathematics and statistics) and can explain why they are appropriate for a given purpose.*
- *Is able to consider alternative methods and techniques.*
- *Is able to formulate problems and hypotheses according to needs.*
- *Defends his research findings in a constructive manner; provides evidence to support his ideas and proposals.*
- *Organizes his presentations in a clear, informative and concise manner.*



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 1 Analysis, synthesis and critical thinking

- *Analyzes his own findings and those of his peers.*
- *Is able to synthesize; expresses key ideas clearly.*
- *Can sort and rank information according to the goal.*
- *Pursues his reasoning and hypotheses free of dogmatism or ideological bias.*
- *Has the objectivity to consider various schools of thought; is able to modify his point of view.*
- *Demonstrates intellectual rigor.*

PHASE 1 Open-mindedness and creativity

- *Demonstrates an ability to acquire knowledge; shows flexibility and open-mindedness. Engages in interdisciplinary activities.*
- *Possesses a constructive style of questioning and scientific doubt.*
- *Develops, takes ownership of and tests new ideas; is clever; seizes opportunities.*
- *Interacts with and seeks the collaboration of professionals of different cultures; knows how to accommodate cultural differences.*

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 Listening and empathy



Business management and value creation

- *Knows how to engage in active listening in various situations.*
- *Is careful to take his contacts' needs and frame of reference into account.*
- *Expresses gratitude regularly.*
- *Takes the needs of his staff into consideration, is sensitive to signs of stress and able to provide support and advice when needed.*

PHASE 1 Project management

- *Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.*
- *Knows how to write specifications.*
- *Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.*
- *Reacts efficiently and appropriately to change and unforeseen events.*
- *Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.*

PHASE 1 Decision-making

- *Knows how to make appropriate decisions for each phase of his project.*
- *Assists his line management in making major decisions (e.g., reporting, scenarios)*

PHASE 1 People management

- *Has experience with teamwork; knows how to encourage, support and recognize the contributions of each player.*
- *Knows how to be a team player.*
- *Is able to win the trust of his peers and his line management.*
- *Can report on his activities.*
- *Supports his peers when needed and can provide assistance.*
- *Understands human resources policies and management tools such as recruitment, evaluation, remuneration and strategic workforce planning.*
- *Takes safety, social responsibility and labor law requirements into account.*
- *Upholds rules on non-discrimination and equal opportunity among employees.*

PHASE 1 Producing results

- *Knows how to transform ideas into innovations.*
- *Quickly deploys prototype and test phases; involves internal and external customers in these phases.*
- *Learns the lessons of the initial tests.*
- *Understands the policies and processes involved in publishing and exploiting research outcomes in his entity.*
- *Is able to determine the most appropriate means of exploiting his results (e.g., patent, publication).*



Strategy and Leadership

PHASE 1 Leadership

- *Exercises leadership in connection with a project of which he is in charge.*
- *Knows how to be persuasive and enlist support for a project*
- *Mobilizes skills for a project of which he is not in charge; manages human resources even when people do not officially report to him.*

- *Builds alliances.*
- *Establishes relationships based on trust.*


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