


meryem BOUJNANE**Microbiologiste** meryem.boujnane1@univ-rouen.fr**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 1 Collaboration

- *Develops and maintains cooperative networks.*
- *Knows how to build a professional network for his own and the company's benefit.*
- *Is considered an authority in his field of expertise.*
- *Is able to envisage his work in a partnership framework; evaluates the benefits and limitations of a partnership and identifies shared and conflicting interests.*

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 Integrity

- *Respects the standards and practices of his entity.*

- *Demonstrates integrity in the processing and dissemination of data.*
- *Demonstrates integrity with respect to his partners' or competitors' contributions in accordance with intellectual property rules.*
- *Upholds the confidentiality and anonymity of subjects taking part in studies and research.*
- *Honors his commitments and ensures the congruence between actions and words.*
- *Declares any conflict of interest.*

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 1 Listening and empathy

- *Has the ability to listen in various situations.*
- *Understands the needs and way of thinking of the people he deals with, including those with a different field of expertise, occupation and/or culture.*