

# The professional profile of PhD-holders

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## Core business

### PHASE 3 Skill development

In my first year as a doctor, I set the goal of my first year as a doctor, and improved my ability to integrate knowledge from many fields. And often communicate with professionals and listen to their opinions. In this process, we constantly develop our learning management ability, so as to achieve our goals.

*Knows how to tap the extensive professional network that he has patiently built.  
Knows how to appoint a team of high-potential staff to work with him.  
Actively monitors new trends in both the field and the skills vital to developing new projects.  
Continually develops his managerial skills.*

### PHASE 2 Evaluation

Always evaluate the documents in the professional field and give your own suggestions, and consider them to correct their own evaluations. In this process, encourage others to be responsible for their own results.

*Knows how to regularly evaluate the progress, impact and outcomes of his staff's activities.  
Takes part in evaluating both internal and external projects.  
Is able to evaluate hypotheses and concepts lying beyond his field of expertise.  
Encourages his staff to take ownership of the evaluation process.*

### PHASE 3 Information management

In the process of thesis writing, we should make full use of the network database to find relevant information and use reasonable methods to manage the information. Have a sense of security about their own data. Gradually clear the value of their own data.

*Collects information for purposes of business intelligence.  
Develops new information management techniques.  
Keeps track of current developments in the design, use, collection, analysis and preservation of information and/or raw data.*

### PHASE 3 Expertise and methods

In the process of continuous learning, I gradually master the basic knowledge and scope of professional fields, and I am very clear about the latest progress in professional fields. And put forward my own views on the current field, and found a substitute or better method. And learn solutions to problems across disciplines.

*Makes recognized contributions to the advancement of knowledge and innovation.*

## Personal and relational qualities

*Is viewed as an international authority.*  
*Possesses in-depth and comprehensive understanding of the strategic orientation of his field of expertise.*  
*Sees opportunities for synergy among different sectors of activity.*  
*Has the ability to develop new investigative methods.*  
*Can work in an interdisciplinary setting.*  
*Is able to devise and coordinate a collective work program focusing on new research problems.*

### PHASE 2 Communication

In the process of learning, I often exchange recent research results with laboratory staff and tutors. Can skillfully use all kinds of communication and media software to obtain information. Communicate with people of different majors and learn to find problems together.

*Adapts his register to communicate with experts in other fields at both the national and international levels.*  
*Masters communication techniques for various contexts and media.*  
*Communicates effectively when addressing a diverse and lay audience.*  
*Knows how to address a community of professionals.*  
*Educates and trains his staff in the use of digital communication technologies.*  
*Is able to work and lead a group in at least English and one other world language.*

### PHASE 1 Collaboration

In the course of the experiment, cooperate with people of the same major and different majors. Integrate existing resources to serve the team. Understand your strengths and limitations through cooperation.

*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 Open-mindedness and creativity

While communicating with people in different fields, I gradually form my own unique creative thinking, and I can accurately see the problems and be skeptical about science.

*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 Integrity

We should keep the integrity and originality of the experimental data and respect the experimental results. Especially in the process of cooperation with partners, we should be honest and trustworthy. Respect the achievements of others and ensure that any conflicts of interest are declared.

*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 2** Listening and empathy

In the process of communicating with others, I learned to listen to other people's ideas and respect the cultural differences of different countries.

*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.*

## **Business management and value creation**

## **PHASE 1** Producing results

On the basis of the experimental results, we will turn the ideas into practical innovations, summarize the results, turn the data into results, and publish them publicly.

*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).*

## **PHASE 2** Intellectual and industrial property

In the process of publishing papers, I realized the importance of protecting intellectual property rights. And have a strict sense of confidentiality about their intellectual property rights.

*Is familiar with the process of filing a patent and with all forms of protection of research outcomes (technical protection and marketing).  
Makes his peers and staff aware of the legal requirements of intellectual/industrial property and/or copyright.  
Is able to list the areas of technical knowledge that is strategic for the company and identify the individuals in possession of it. Knows how to manage the sharing and perpetuation of knowledge.*

## **Strategy and Leadership**

## **PHASE 1** Leadership

During the experiment, I realized the importance of cooperation, and gradually established a cooperative relationship and took a leading position. Have a clear understanding of the project and can allocate tasks reasonably.

*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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