**Guidelines for Postdocs in the Holland Group**

These outline my expectations for postdoctoral fellows. You were hired because your record shows that you have a lot of promise, and we aim to help you reach your potential.

1. **Set a good example.**
   - safety
   - careful experiments, no shortcuts
   - treat other group members with respect
   - group jobs – put the group first
   - consistently use scientific method as approach – logical thinking
   - excitement about research
   - demonstrate a solid work ethic: students should see by example that research is not just a 9-5 job: it will require some evenings and weekends.

2. **Talk to students.**
   - about your experiments – share excitement
   - about their experiments. Don’t just answer their questions: make sure they learn how to think independently. Show them how you approach problems.
   - Let no white board go unused. Discussion is how we learn science in a research setting!
   - Be critical, in a constructive way.

3. **Research productivity.**
   - self-motivated
   - learn to look at the big picture
   - creative ideas

4. **Have a goal.**
   - Education. What do you aim to learn while in the Holland group?
   - Career. What do you hope to gain from your time here?
   - Define steps that will help you to achieve these goals.
   - We are here to help you succeed. I will do what it takes to enable you to find the job you want (e.g. taking time to write job proposals, prepare for interviews, etc.)

5. **Bring something to the group.**
   - Share your previous experiences to make the group better.
   - Become the group’s authority on at least one subject.