Guidelines for Collaboration

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This statement sums what is expected by people (bachelor/master/PhD/postdocs/etc) that want to work with me in terms of behaviour both with me and with other people they may interact with. If some of these points are not clear or counterintuitive, let us chat about them.

Good Behaviour. Here is a subset of how I expect you to behave on several fronts.

- Resolve conflicts.

  There may be things that bother you and that you do not address. Learn to resolve conflicts before they are too big. Oftentimes, you will find out that conflicts are just borne out of miscomprehension, and clearing these soon will make you live a better life.

- Admit and accept mistakes.

  We all make mistakes. Pretending a mistake was not one, or pretending it was not ours is often not useful for your growth.

  What is important is the will to accept the mistake and use it to learn and improve. In this work, you will start doing things you really have not studied for: performing research on new topics, using new techniques, writing articles etc. If someone points out a mistake you made, make a note, learn how to address it and try not to make it again. Often, people point out mistakes for you to learn, not for you to feel miserable about them.

  If you feel called out by some feedback and that annoys you, discuss with the feedback giver the intentions of their feedback. People often try to have the best intentions when giving feedback, but sometimes we have to realise that others can be tired, or they may have different 'abrasiveness' levels than you.

- Share, in victory as well as in defeat.

  In this work you will win, and you will lose, likely not in that order, and likely a lot of the latter before a bit of the former. It is ok, it happens to most people. So there is nothing to be afraid if some work got rejected, buckle up and improve that work. You should be afraid if nobody ever mentions their rejections and defeats, hiding stuff is not useful, nor is it an indication of the moral integrity of a person.

  At the same time, when you succeed in something, share the reasons of your success. You likely did not do all the work alone in isolation, someone gave you useful feedback, or even more: make sure those persons share your victory.

- Be (growingly) independent.

  Yes, you are learning new things, and yes, I'll be happy to guide you in this process. But no, you should not ask me (or others in my position) constantly for help moving forward. Be independent and do work on your own, until you are stuck or have doubts, before asking for help. Eventually, I want you to be self-sufficient in what we do, so learn to gauge when it is necessary to ask for help and when instead it is time to just focus more on working alone.

Bad Behaviour   Overall, I do not tolerate few things:

- Discrimination.

  There is no acceptable form of discrimination. If you feel discriminated by your peers, you should report it (to me or to their supervisor, or to both). Most things people discriminate upon (gender, sexual orientation, ethnicity, wealth, etc.) are borne out of ignorance and I do not condone them. While it is undeniable that people are different, the aforementioned differences are not a base for the work we do and for how people should be treated or judged.

- Destructive criticism.

  If you give feedback to people, be constructive. It is overly simple to criticise and find mistakes, but to offer a way to remedy them is the best way to provide feedback.