

Postdoc competencies

The proposed postdoc competencies have been selected in collaboration with RPI and reviewed by peers and PIs.

1. Planning and organizing

Effectively set goals and priorities; identify the time, actions, and resources needed to achieve specific goal.

2. Problem analysis

Spotting the problems; recognizing important information; making connections between data. Detecting possible causes of problems; searching for important data.

3. Creativity

Come up with original solutions to goal-related problems. Replace the existing ways of working with new, original ones.

4. Organizing his/her work in an effective way

Effectively organize own work by formulating goals and planning activities; focus available time and energy on the essentials and acute problems.

5. Collaboration

Actively contribute to a shared outcome or problem solving, even when the collaboration involves an issue that is not directly of personal interest.

6. Stress resistant

Continue to perform effectively under certain (time) pressure, in the face of adversity, disappointment or backlash.

7. Tenacity

Staying with a particular plan of action or view until the intended goal is reasonably achieved.

8. Self-development

Have insight into own strengths and weaknesses; based on this, take action to increase/improve own knowledge, skills and competencies and thus perform better.

9. Result oriented

Active focus on achieving results and goals and a willingness/openness to intervene when results are disappointing.

10. Quality oriented

Set high standards for quality of products and services and act accordingly.

11. Supervision

Provide direction and guidance to employees as part of their job performance; adapt style and method of leadership to involved employee/group of employees and situation.

12. Network

Building and effectively using the relationships and (informal) networks to achieve goals.

13. Judgment

Based on available information draw accurate and realistic conclusions.

14. Vision

Focus on outlines and long-term plans.

15. Negotiation capacity

Effectively communicate own views and arguments; discover and name common goals in a way that leads to agreement and acceptance by both parties.

16. Independency

Taking own course; taking actions based more on one's own convictions than on a desire to please another.

17. Flexibility

Is able to change behavioral style in order to achieve the stated goal if problems or opportunities arise.

18. Initiative

Identify opportunities and act on them; rather start from scratch than passively wait.

19. Commitment

Set high standards for own work and act accordingly.

20. Ambition

Exhibit behaviors aimed at rising higher or gaining more responsibilities.