

Research Philosophy and Culture

Welcome to the lab! Let's collaboratively create a thriving research environment based on mutual respect, trust, loyalty, curiosity, and dedication.

Disclaimer: These principles reflect values and expectations but are not legally binding. They are based on colleagues'¹ and own experience and do not replace any policies of Leibniz Universität Hannover, other legal or ethical standards, nor Good Research Practice.

Communication

- **Honesty & Feedback:** Be truthful about your progress and challenges. If something is wrong, talk about it in time! Constructive criticism is encouraged.
- **Meetings:** Be on time for all meetings and seminars. Your presence reflects our lab and you should not let n people wait for you.
- **Conferences & publications:** Inform me of any external work-related commitments, conferences, schools, etc. before signing up. Share and discuss abstracts, author lists, etc. with me.
- **Email & Messages:** Use keywords in email subjects (e.g., [VLBAI]) to help organize communications. Messages may be sent outside office hours sometimes but responses can wait.

Work Culture

- **Respect:** Embrace and learn from differences between others and you to enhance teamwork efficiency. There is no 'I' in experiment. Your contributions are valued and noticed in any case.
- **Responsibility:** Take responsibility for your projects. If modifications are needed, take the initiative, make decisions, and embrace mistakes as learning opportunities.
- **Independence & Support:** Balance independence with asking questions when necessary. If in doubt, ask!
- **Learn from the Community:** Get to know the experiments & people around you. Don't reinvent the wheel.
- **Work-Life Balance:** It's not about clocking hours but getting the job done effectively and efficiently. Find a work pace that suits you and maintains productivity.
- **Empty Lab:** Coordinate with your lab mates to avoid extended overlap when taking time off.

Research Practice

- **Basics:** Get a copy of J. Moore *et al.* "Building Scientific Apparatus".
- **Documentation:** Ensure clear and thorough documentation for current and future colleagues. Look at quantitative data. Make plots, not tables. Subtle details can make the difference.

- **Keep it simple:** Build Version 0 first, not Version 10. Don't hesitate to rebuild if necessary.
- **Experiment Execution:** Take appropriate shortcuts but ensure the results are solid. In the long run, nothing is as risky as a good provisional solution.
- **Problem-Solving:** Focus on finding practical solutions, not just identifying issues.

Professional Development

- **Seminars:** Attend relevant seminars and colloquia to stay informed and integrated into the community.
- **Presentations:** • It often looks weird when a speaker has their hands in pockets. • Widescreen slides can be less busy and more readable from a distance. • Prepare slides early enough to give team members time for feedback. Practice your talk.
- **Career Growth:** Engage in activities that contribute to your professional development. A broad range of transferable skills workshops is offered.

Expectations and Red Lines

- **Proactivity:** If you see something that needs doing and can be done in less than 1 minute, do it right away.
- **Resource Management:** • Need hardware? Ask around & tell me! • Retain backup solutions to avoid project delays. • Plan ahead, especially when long lead times are expected.
- **Employment:** It's my responsibility to extend your contracts but you can help me a lot by keeping an eye on end dates.
- **Micromanagement:** Avoid relying on micromanagement; understanding and executing the basics are crucial. Google "Auftragstaktik".

Any feedback on the points outlined here is appreciated! Remember that my job is to make you want to come to work, feel happy, and be satisfied with your contributions. Let's achieve great things together!

Dennis Schlippert

¹Thanks to Dorothee Tell, Naceur Gaaloul, Klaus Zipfel, Holger Ahlers, Jan Rudolph