# The professional profile of PhD-holders

# **Puck Näsman Norell**

# PhD student, Membrane Biochemistry & Transport

Welcome to my DocPro page! Motivated MSc Toxicology graduate with a BSc in Biomedicine from Karolinska Intitutet, Stockholm. Currently PhD student at Institut Pasteur.

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#### **Core business**

#### PHASE 2 Skill development

I have always been keen on challenging my own ideas and perspectives. This has been expressed in various ways through my personal as well as professional life. I have done research in Canada, Sweden, Switzerland and the UK to learn more about cultural differences within science as well as how we are formed as individuals. Research is done on a global level which takes into account learning how individuals are influences by their cultural heritage and ways of living. I share my visions and ideas, and incorporate the views of my peers to develop as a professional and person. In addition, I spent three months in Israel at a Kibbutz after high school to challenge my view on life and feel a belonging on a larger global scale.

# PHASE 2 Evaluation

I often help students in the lab who are not under my direct supervision to revise their reports in order to convey my knowledge in writing and also to learn about the learning process of individuals myself. When reading other's work, I learn more about various subjects and how people put their work into context. This also teaches me how I can look and interpret my own research, since we often tend to look "inside the box". We have to challenge and evaluate our ways of thinking always.

#### PHASE 2 Information management

I have had various courses in my undergraduate and graduate studies on how to efficiently search scientific search engines to receive the latest publications within relevant fields. During my master, we had a journal club which was dedicated to scrutinise the use of different scientific methods, and if they were actually used in the correct way to answer the scientific questions sought to be answered. When it comes to data handling and experiment planning, I often contact platforms relevant for the experiment (imaging, data processing) in order to create a more efficient workflow and relevant data.

#### PHASE 2 Expertise and methods

Through an oral presentation course in my PhD programme I got a tool set on how to efficiently convey my own research in an understandable way to laymen and scientists that are not in the same field. I have also attended topic specific conferences in which I have heard research within the field and related it to my own project, as well as presented my work and discussed it.

# Personal and relational qualities

#### **PHASE 3** Communication

The PhD programme that I was accepted to is an international and highly competitive program which requires you in beforehand to show that you possess the skills to carry out the project within the scope of a PhD. I was able to convince the PhD jury that my project is feasible to carry

out, and that I would be the right person to do it even coming from a different background. Through my diverse background from biomedicine and toxicology, I can give different perspectives to research and am not afraid to communicate my thoughts, where people are also contacting me to give input and clarifications in the area that I work in.

#### PHASE 2 Collaboration

I have collaborated with one platform and two independent laboratories during my PhD, where all collaborations meant to set up protocols and keep thorough contact throughout the experiments. One of the collaborations was entirely driven by me personally, where both me and the collaborator was keeping weekly and sometimes daily contact. In the other cases, both my PI and I were nurturing the collaborations, by regularly having email contact or meeting in person to discuss results.

#### PHASE 3 Analysis, synthesis and critical thinking

I was actively participating in discussions of lab members and sharing my own expertise gained, while always putting the results into perspective. Through discussions in lab meetings, with my thesis committee and in conferences I was able to integrate all input and critically evaluate my work, to find solutions and ways to better conduct my experiments.

# PHASE 3 Open-mindedness and creativity

During my elementary school years, I was studying in a competitive music school majoring in classical piano (6-16yo), then continuing to natural sciences with a specific major in mathematics, to a bachelors in biomedicine, masters in toxicology and a PhD in cellular and molecular biology. During the time, I have been involved in student education surveillance and wellbeing on campus. All the knowledge that I have gained in all steps of my career has made me more curious and more inter-disciplinary, which has made me more prone to always question work and trying to find solutions by combining all input from different fields.

#### PHASE 3 Commitment

I have worked for several years to manage to detect some of the proteins I work with in western blot by contacting researchers from other universities and countries, and trouble shot endless hours. While I had many setbacks, it made me more determine to continue, and I managed in the end. However, it is important to know when to stop, but since I knew that this must be feasible I continued. To learn and to figure it out is my main motivation, as well as failing and trying again which is a part of success

# PHASE 3 Integrity

#### PHASE 1 Balance

I do tend to get very into the scientific work that I do, which is why I many times work more than I should do. However, it has not come to the cost of losing my social life or led to any personal mental problems

#### **PHASE 2** Listening and empathy

# **PHASE 2** Negotiation

Being a part of the doctoral student representatives, we had to negotiate and talk to leadership to make the situation better for doctoral students. I was part of these discussions, and also came with input to prepare meetings

# Business management and value creation

# **PHASE 3** Project management

While the project was done in accordance with my PI, I was always taking on the responsibility to form the experiments to be made and to keep close contact with the collaborators and making

sure that everything was progressing in time.

# PHASE 2 Managing change

# PHASE 2 People management

I have supervised a master student and actively help lab members when they need assistance, but make sure not to only help but to push them to critically think themselves.

# **PHASE 3** Producing results

I am personally responsible to produce my own data in the PhD, which I have been able to do by reading existing literature and critically think about the project

# Strategy and Leadership

# PHASE 2 Leadership

I have previously been responsible for staff, where I had to plan staff meetings, yearly meetings about salary negotiations and individual meetings. While this is still a developing skill, I have had more training by supervising students and discussing my results in congresses and in meetings with collaborators.

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