

Finding Alignment on Expectations Checklist

Questions for Self-Reflection	Questions for PI
What are my research interests? What skills do I want to develop?	How will my project contribute to the overall goals of your research group?
What are my top three priorities during my postdoc training?	What do you expect from postdocs who join your research group? What are your top three priorities for training?
What kind of job stability do I need? <i>If relevant, do I have a good understanding of the type of visa I am currently on, its maximum duration, the sectors it allows me to work in, etc. Same for any dependents on my visa status.</i>	Is this position renewable? How long is there funding to support this position? <i>If relevant, how far in advance must we inform the international office about any visa extension or change in immigration status?</i>
What are my career goals right now? What support will I need to pursue that career?	What careers have other postdocs from your research group pursued? What resources did they have?
What professional development opportunities (e.g., conferences, workshops) do I expect to be valuable for me?	What professional development opportunities do members of your research group routinely take advantage of?
What does productivity mean to me? What do I want to get out of my postdoc training for my CV?	What are your expectations related to productivity? What have past group members produced?
What are my expectations related to publications? What contributions do I think merit authorship?	What are your expectations related to publications? What contributions merit authorship in your research group?
What are my goals for proposal writing? Do I want to write my own fellowships? Do I want to contribute to larger grants?	Will I be able to write my own fellowship awards? What is your expectation related to collaborating on larger proposals?
Do I want to develop independent research that I can take with me after this postdoc?	Will I be able to develop my own independent research to help me transition into my next position? If so, what have past group members developed?
Do I want to collaborate with others within and outside of my research group? Do I prefer individual or collective work?	What collaborations does the research group have - both within and outside of the group?
How do I like to work? Am I more independent, or do I perform better with regular guidance and feedback?	What is your mentorship style? How frequently do members of the research group meet with you?
How do I like to communicate? When am I most comfortable?	What style of communication do you prefer?

How do I give and respond to feedback?	How do you give and respond to feedback? What is the best way to approach you?
Do I want to mentor other students during my training? Will I be mainly providing support/advice or contributing to their research?	What are your expectations for mentoring within the research group? How are research contributions in mentoring situations weighed in terms of authorship?
Do I want to gain additional experience (e.g., teaching) during my postdoc?	What opportunities are there for me to build skills outside of those I will learn and apply in your group?
Do I want to gain leadership roles (e.g., local postdoc group) outside of the research group?	What opportunities are there for me to build leadership skills outside of the research group?
Is a sense of community important to me?	What is the social environment like in this research group? How can I meet other postdocs in the department or across the institution?
Do I have any hobbies or personal interests (e.g., partner, pets) that are a priority for me?	What resources are there for me to continue doing my hobbies/personal interests in my free time?
What do I need to feel included within a team?	How can we help foster an inclusive environment in our team?
What does work-life integration look like for me?	How have you supported postdocs finding a sense of balance during their time in your research group in the past?
What boundaries do I need to put in place for optimal work/life integration?	How do you support mentees in setting and respecting personal boundaries?
How do I like to handle and resolve conflicts?	How do you like to manage and resolve conflicts? Could you share examples of conflicts that you find very easy vs very difficult to handle?
How would you summarize the main takeaways from this conversation with your mentor?	What would be your top 3 tips for a successful postdoc experience?