



### **1) Facilitating multidimensional growth**

Our scientific backgrounds are as diverse as our heritage, and we know that this is one of our major strengths. While we consider the knowledge we produce as a gift to the scientific community and humanity, growing does not always mean achieving more. Setting personal boundaries, and taking breaks is an essential part of growing. Multidimensional growth is not limited to our academic work. Finding happiness and joy in life and seeing long term goals and purpose in what we are doing as individuals, is at the heart of this core value.

### **2) Socratic dialogue**

Grabbing a pen and sketching out ideas on a whiteboard is deeply engraved in our research philosophy. Finding new research directions through the process of asking and answering questions is an integral building block of how we do cutting edge science. The Socratic method being a cooperative, argumentative dialogue helps us become better teachers, communicators and scientists. These dialogues also help us to do our science rigorously.

### **3) Eye level approach**

We value the science of our lab mates as much as our own, which requires approaching anyone and everyone at eye-level – not feeling above or beneath them. Being a member of the Manthiram lab means making a full and equal contribution to the team, regardless of what stage you enter. Undergraduates are just as valuable and valued as postdocs. Our vision of an “Eye level approach” extends far beyond academia. We are committed to having conversations with people outside our field, and pride ourselves on educating and listening to enthusiastic people from diverse backgrounds. We know that approaching people at “eye level” is not a one-way street. Our aspiration to be approached at eye level is equally important to us.

### **4) Democratic efficiency**

We come to conclusions democratically through consensus-based decision making. Both, lacking and extensive transparency and discussions can on the other hand get in the way of efficiency. We want to reach a global maximum on this curve by being honest with each other and addressing issues in open, polite and direct conversations. Don't be afraid to “just do it” from time to time. Our trust in each other also encourages us to believe in our own abilities to make sound judgements when we are confident these carry the support of the group, which is a reflection of trust and efficiency. We are not satisfied with uncovering problems and suggesting solutions but strive to consistently solve them and implement improvements.