Highlight ==extra-academic== work

Make all tasks and achievements in- and outside academia visible in your CV. Show, what you actually accomplish, besides research, teaching, administrative work, in public and social areas as well as in care work.

Take your ==time to think==

Already as a young researcher, take time to think, to read, to write. Some time of leisure without performance of academic duties benefits your concentration and creativity. Such a retreat gives your work a boost!

Put ==quality== before quantity

In research as well as in teaching, always choose quality over quantity. Expect everyone, including yourself, to do his or her best, but do not expect perfection. This is excellence.

Prioritise ==thoughtfully==

Know your resources and priorities: Think about the tasks for which you can and want to take responsibility and strive for an optimal distribution of your work between research, teaching, and administration.

Careful ==communication==

Communicate carefully. Write thoughtful emails and influence the culture of communication positively. Demonstrate that there is more to life than work. Allow yourself and others the liberty to not answer emails in the evening and on weekends.

Enable a ==healthy academic== culture

Enable a healthy academic culture for everyone: Allow criticism and show appreciation. Take time to supervise your students, doctoral candidates and postdocs, and encourage and support young scientists.

==Evaluate== comprehensively

When evaluating academic work, do so according to the DORA Declaration: Evaluate and reward work or research proposals that place quality over quantity. Evaluate and reward teaching, administration, public relations, data collection, committee work, and other commitments.

==Appreciate== the team

As a leader, work consciously in a team and show appreciation for the work done by your team members in all areas of work. Create a pleasant working atmosphere with a constructive error culture. Pay attention to what is good for you and the team.

Distribute tasks ==fairly==

As a leader, create the space for co-workers to say "no" and make sure that tasks are distributed fairly within the team.

Be a ==role model==

Do not underestimate your influence on the students and your staff. Recognise your responsibility, be a role model, and create space for better science.

==better== science

Support a rethinking in academia towards more sustainability, diversity and equal opportunities. Subscribe to the calls of action here: www.betterscience.ch