

Graduate Study Survival Guide



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Survival guide

- ❖ Collections of advices and policies in my group
- ❖ Intended audience
 - ❖ Prospective students
 - ❖ Current students
- ❖ Any aspect of the policies can be flexibly adjusted
 - ❖ Based upon our mutual agreements
 - ❖ Feedback is highly encouraged

Before you start

Undergraduate vs Graduate

- ❖ Undergraduate

- ❖ Learn subjects by textbooks and lectures

- ❖ **Passive** learning

- ❖ Graduate

- ❖ Investigate subjects by thinking and experiments

- ❖ **Active** learning

Undergraduate

- ❖ Your goal is to learn subjects listed by the school
- ❖ Instructors **already paved** your “study highway”
 - ❖ Fixed set of topics to learn
 - ❖ Courses end after several weeks
 - ❖ Answers are clear and usually well-defined
- ❖ Your success is measured by **grades**

Graduate

- ❖ Your goal is to investigate a topic of your choice
- ❖ You **decide how you proceed** your research
 - ❖ Choose your research theme (with some help)
 - ❖ No limit on how far you can go
 - ❖ Answers are unclear and often undefined
- ❖ Your success is measured by **academic outputs**

Masters vs PhD

- ❖ Likely to have slightly different goals
- ❖ After finishing Masters
 - ❖ Industry job, but not necessarily in graphics
 - ❖ Gain a bit of experience in research
- ❖ After finishing PhD
 - ❖ Industry job in graphics or academic job
 - ❖ Prove that you can independently do research

Masters vs PhD

- ❖ In general, I prefer to accept students who are willing to continue until PhDs because:
 1. The duration of MS is too short for you to be able to complete research by yourself
 2. I would like to work on actual research with you, not just helping you to obtain a degree
 3. You will actually have more career options with a PhD (especially in computer science)

Think twice and more

- ❖ Lots of information available to help you decide whether you should pursue graduate study
- ❖ Your life will be **hard** if your main reason is
 - ❖ Only to get a better job (there's **no** guarantee)
 - ❖ Someone told you to do so (lacking **motivation**)
 - ❖ Learn subjects more (merely **a part of** research)
 - ❖ Only to pass with a degree (not a good **fit**)

Think twice and more

- ❖ **Contact me** before you apply
- ❖ I generally want to accept a student who already has some knowledge of computer graphics (If you haven't done, what are you waiting for? Why not study computer graphics now?)
- ❖ Show me how you've learned computer graphics
- ❖ If you think it doesn't fit, consider another group
- ❖ **Both** of us can be unhappy due to the mismatch

Personality checklist

- ❖ Are you very interested in research?
 - ❖ Are you moderately ambitious?
 - ❖ Are you persistent in a good way?
 - ❖ Are you mentally and physically tough?
 - ❖ Are you optimistic?
- ❖ If your answers to the above questions are all yes, one day, you might become a great researcher

Admission at UWaterloo

- ❖ Apply through the official system
- ❖ I look for students who has both motivation and proven skills to do be successful at research
- ❖ Gain research experience in computer graphics
- ❖ Just doing well in courses won't be enough
- ❖ Admission is extremely competitive, but if you demonstrate a strong potential in research, you will have a good chance!

Other ways to work with me

- ❖ If you are a student in another university:
If your advisor knows me, just tell him/her that you'd like to work with me. Otherwise, I generally do not supervise students in other universities.
- ❖ If you are working for a company:
Ask the company if collaboration with me is possible, then we discuss. May involve funding from the company, depending on the terms.

Preparing for graduate study

- ❖ Establish **solid and basic** knowledge/skills for what you want to investigate during your study
- ❖ Read technical papers and figure out what you need to learn to fully understand them
- ❖ No need to have concrete research topics yet (unless you are quite familiar with the latest work)
- ❖ If you have a chance to work on a research project, work hard and learn what to do in research

During your study

General goal

- ❖ Being able to tackle problems scientifically
 - ❖ Look at things objectively
 - ❖ Think logically and critically
 - ❖ Make hypotheses
 - ❖ Design experiments
 - ❖ Communicate your thoughts

General policies

- ❖ **Enjoy** your research
- ❖ You have **freedom** to work on topics you love
- ❖ You are **responsible** for your daily work
- ❖ I'll give you **advice**, not “use” you to do research
- ❖ Communication and publication are **important**
- ❖ Tasks in your study must be done in **English**
- ❖ I'll help you to achieve **your goal**, not my goal

Enjoy your research

- ❖ Work on things that you **really love**
- ❖ “Enjoying” does not always mean “playing”
 - ❖ Hard work can be **equally** enjoyable
- ❖ The key is that you work **hard** because you **love** it
 - ❖ **Not** because you need to do it, or somebody like your supervisor told you to do so
 - ❖ Great researchers I know all have this personality

You and your work

- ❖ **You are responsible** for your daily work
 - ❖ Make a progress toward the deadline
 - ❖ Allocate working hours per day
 - ❖ Decide where and when you work
 - ❖ Regularly report a progress to me
 - ❖ Initiate discussion with me
- ❖ **Note:** I am supervising many students, not just you

Advisor-Student relationship

- ❖ The relationship is not symmetric
 - ❖ I am the only advisor for you
 - ❖ You are **not** my only student
- ❖ In a certain sense, you need to **grab my attention**
- ❖ Initiate discussion and communicate with me!
- ❖ Remind me periodically what you are trying to solve, what we discussed, problems, plan, etc.

Advisor-Student relationship

- ❖ You are an (inexperienced) **junior researcher**, not my servant or my people, which means that
 - ❖ I don't force you to work on a specific topic
 - ❖ I don't micromanage your daily work
 - ❖ I expect you to be self-motivating
 - ❖ I expect you to have your own opinions
 - ❖ I expect you to be critical on me when necessary

Advisor-Student relationship

- ❖ Balance between having your own opinions and following what your advisor told you to do
- ❖ You do not want to **blindly** follow what your advisor told you. Digest it by yourself first.
- ❖ However, do not **just ignore** what your advisor told you. Your advisor wants you to be successful, and ignoring what they say won't be a good idea in general. Ask your advisor if you are not sure.

Three rules of questions

1. Ask **any question**

❖ No question is bad. Asking no question is bad.

2. Ask **any time**

❖ No need to try “finding” a good time for me

3. **Don't** speculate

❖ What I tell you is what I think; no hidden words

❖ Negative answer doesn't mean that I hate you

Communication

- ❖ Very important that **you initiate** communication
- ❖ Report your status and progress
- ❖ Notify me anything that needs my attention
- ❖ Schedule a meeting when you want
- ❖ Do not wait until I ask you “how’s things going?”
 - ❖ If you are asked, then you’d better not next time
- ❖ Many troubles are caused by miscommunication

Communication

- ❖ Good communication skill **doesn't** mean you become a party boy/girl or good at jokes
- ❖ Common (funny) misunderstanding in Japan
- ❖ Don't need to change your personality
- ❖ Instead, good communication skill means
 - ❖ Being able to convey your own ideas/thoughts
 - ❖ Being able to listen to and work with other people

Communication

❖ **Don't do the followings:**

- ❖ You are not sure what to do or how to solve a problem, but you **do not talk to anyone**.
- ❖ You **haven't talked to** me for a month because there has been no meeting (whatever the reason).
- ❖ You **do not listen to** what other people say just because you do not feel like doing so.

Communication

❖ **Instead, do the followings:**

- ❖ You are not sure how to solve a problem, so you **explain** it other people to see what they think.
- ❖ You **initiate** communication with me to tell me you have been working on.
- ❖ You listen to what other people say and try **both** what you think and what other people suggested.

Lectures and grades

- ❖ As I mentioned, your success is not measured based on how well you did in lectures
- ❖ Use lectures to bootstrap your study in some relevant fields to your research
- ❖ Don't focus on getting a good grade
- ❖ Instead, focus learning some good ideas that might be related to your research

Research topic

- ❖ You don't need to have a concrete research topic ready when you enter the Master's program
- ❖ I will support you to come up with one
- ❖ For PhD students, I expect something concrete

- ❖ Can take long time (e.g., six months) to choose a topic if you are not sure what you want to do

Research topic

- ❖ You are free to work a topic you like, but since I want your work to be meaningful, your research topic has to satisfy the two important criteria:
 - ❖ You are interested in solving it
 - ❖ People (including me - as **one** of those people) are interested in seeing a solution on it
- ❖ If you really have no idea at all, I'll give you ideas
 - ❖ Are you sure that you really have **no** idea?

Research topic

- ❖ Can you do what you want to do?
 - ❖ Bad news: you have a limited amount of time in your graduate study, but you still need to do it.
 - ❖ Working on something that you don't know at all might be very risky.
 - ❖ Good news: you will learn a lot and might be able to do what you couldn't do.
- ❖ It's a tough question, but don't ignore this aspect.

Publication

- ❖ Most **important** but **stressful** aspect
- ❖ I expect you to **publish** papers in English
- ❖ I will help you to write papers,
but **don't** make me write a whole paper for you
- ❖ Posters/talks, and papers in Japanese don't count
- ❖ Useful for job hunting (must have for academic)
 - ❖ Very good way to hone logical thinking skills
 - ❖ Solid proof of your skills and knowledge

Publication - Ideal World

- ❖ In an ideal academic world...
 - ❖ Where you publish your paper doesn't matter
 - ❖ How many you published doesn't matter, because one paper might be extremely good
 - ❖ People respect your work regardless of those
- ❖ Let's face it: **in reality, where you publish and how many papers you have do matter.**

Publication - Real World

- ❖ Not all publication venues are the same
 - ❖ Some are highly regarded, many are not
 - ❖ Publication in very little known venues can actually **damage** your work
- ❖ Top-tier: SIGGRAPH (Asia), TOG, Eurographics
- ❖ Second-tier: I3D, HPG, EGSR, CGF, etc.
- ❖ Aim for top-tier to **max.** the benefit/effort ratio
 - ❖ I'd say, "Why not?"

My expectation on a MS student

- ❖ One paper should be submitted (hopefully accepted)
- ❖ Encouraged to submit to a best venue
- ❖ Second-tier venues are acceptable
- ❖ Aim to complete your project in one year
- ❖ Your submission becomes the basis of your thesis

My expectation on a PhD student

- ❖ At least three full papers should be published
 - ❖ At least one paper published in a best venue
 - ❖ SIGGRAPH (Asia), TOG, Eurographics
 - ❖ Other two can be at a second-tier venue
 - ❖ Aim to submit one or two papers per year
- ❖ Acceptance can be a bit random, so review scores above the average can be counted “published”

What if...

- ❖ “What if I couldn’t pass your expectation?”
- ❖ Asking this question is **already wrong**
- ❖ You are **not** working for me
- ❖ Nobody (including myself) forces you to do so
- ❖ Failure is a natural part of any research, so I personally understand even if you couldn’t make it
- ❖ Job hunting will be a different question since I don’t give you a job offer. Yes, the reality sucks.

Go (way) beyond my expectation

- ❖ Satisfying my expectation **should not** be your goal
- ❖ Your research is yours
- ❖ It's not me who decides your success
- ❖ Other people judge how well you did
- ❖ Check how your peers (internationally) do
- ❖ In my opinion, my expectation is bare minimum
 - I want you to be internationally competitive

Case study: My PhD Study

- ❖ You can totally do (or better than) this:
 - ❖ Five years of a PhD study (right after undergrad)
 - ❖ Six papers and a few talks, all in top venues
 - ❖ Two fellowships awarded (NVIDIA and AMD)
 - ❖ Two internships (Weta Digital and NVIDIA)
- ❖ **No need** for overnight work, always working during weekends, or death march. I **didn't** do any.

Webpage

- ❖ You **MUST** have your professional webpage
 - ❖ Extremely important for job hunting
 - ❖ Recruiters might look at your webpage
 - ❖ Consider it as an online CV and be professional
 - ❖ See my webpage to find out what to list
- ❖ Do not put an internal research report
 - ❖ Someone can steal your ideas and publish papers

Authorship

- ❖ Your paper will most likely be coauthored
 - ❖ **Unless** you literally did everything by yourself
- ❖ In general, your papers will be coauthored with me
 - ❖ Again, above “Unless...” is always applicable
 - ❖ Gift authorship is **strictly prohibited** in my lab
 - ❖ Talk to me when in doubt

Authorship

- ❖ Authorship **matters** and can raise conflicts
- ❖ How people perceive you in general
 - ❖ First author - “this person did all the dirty work”
 - ❖ Last author - “probably the advisor”
 - ❖ The rest - “maybe they did something”
- ❖ Your thesis should include only first-authored work
 - ❖ Including non-first-authored work can be tricky

Authorship

- ❖ Multiple students in the same paper can be tricky
 - ❖ Order **matters** (i.e., who should be the first?)
 - ❖ **Dilution** effect of contributions (who did what?)
 - ❖ Who puts the resulting work into her/his **thesis**?
- ❖ In general, I avoid “multiple students per paper”
 - ❖ Discussion among students is highly **encouraged**
 - ❖ Exceptions do happen with everyone’s consensus

Authorship

- ❖ My preferred style
 - ❖ You - first author
 - ❖ Others (if any), probably not your peer
 - ❖ Me - last author
- ❖ Benefits are twofold
 - ❖ You have **full** ownership of your project
 - ❖ **No conflict** on authorship with your peer

English or not

- ❖ For non-native English speakers
 - ❖ Face it: it is disadvantage in academia, but remember: many researchers are non-native
 - ❖ Use available tools like machine translation and editing service to cover your disadvantage.
- ❖ For native English speakers
 - ❖ My English is not perfect, but don't ignore my suggestions on your English just because I am non-native, especially on academic writing.

English or not

- ❖ Why papers should be published in English?
- ❖ **Many** academics in the world can read English
- ❖ **Latest** research results are published in English
- ❖ Your **future job** might need English anyway
- ❖ **Maximize** the accessibility of your work

English or not

- ❖ Things that need to be done in **English**
- ❖ Writing progress reports and papers
- ❖ Reading papers and books (don't read translation)
- ❖ Presentation slides
- ❖ Discussion including your non-native peers
- ❖ I encourage you to discuss in English even when you can discuss in your native language
- ❖ Other people can then overhear your discussion

English or not

- ❖ Often times, bad writing is not just a problem of your language, but also a problem of your logic
- ❖ Check every single sentence you wrote to see if it is logically making sense
- ❖ Smooth flow of logic is very important
- ❖ In my opinion, for academic papers, it is not so important how your sentences sound natural in English. Focus on logic, if you are non-native.

Management (or lack of)

- ❖ **I won't micromanage** your work
 - ❖ You manage your time (no fixed working hours)
 - ❖ You report your progress (take initiative)
 - ❖ You ask questions if needed (I am not a psychic)
 - ❖ You keep deadlines (your deadlines are yours)
- ❖ **Be self-motivated and independent**
 - ❖ Ask for my support if you need help to be one

Weekly group meeting (or lack of)

- ❖ Weekly group meeting is a **waste of time**
- ❖ Research progress can be highly nonlinear
- ❖ Hearing what other people are doing is interesting, but doing so weekly is too much
- ❖ Wasted effort on preparing reports for others
- ❖ I simply don't find it efficient

Weekly group meeting (or lack of)

- ❖ “No group meeting” means **neither** “no work” **nor** “no communication”
- ❖ I recommend you to have a weekly meeting with me
- ❖ Use **online communication tools effectively**
 - ❖ Report your progress **regularly** to me
 - ❖ Setup an in-person meeting **when you want**

Your schedule

- ❖ Your schedule is driven by paper **deadlines**
- ❖ **Select** the publication venue
- ❖ Think about **milestones** toward the deadline
- ❖ Aim to have a submittable paper **one or two weeks** before the deadline
- ❖ **Adjust** milestones as you go
- ❖ I'll help you to make and adjust your schedule

“Lack of planning on your part does not constitute an emergency on my part!”

- ❖ Don't expect me to miraculously save you right before the deadline - instead, discuss with me regularly to adjust the plan
- ❖ Many people procrastinate and do a lot of last minutes work, but that **doesn't** mean it's good
- ❖ If you assume that I will be **less and less** likely to be available toward the deadline (which is indeed true), you probably don't procrastinate

Working hours

- ❖ I don't care how many hours you work
- ❖ Manage your working hours
- ❖ I generally recommend that you
 - ❖ **Don't** work overnight (I've **never** done it)
 - ❖ **Don't** come to the lab during weekends
 - ❖ Be in the lab during “**normal**” hours (like 10-6)
 - ❖ **Always** think about your research

Social events

- ❖ Not really planned as a group
- ❖ I don't discourage you to do one if you want
- ❖ You can invite me if you want
- ❖ I might occasionally ask if people are interested in having lunch/dinner together
- ❖ I might plan a welcome/farewell party

Social events

- ❖ Seminars on your project/meta-research
- ❖ Talks by visitors
- ❖ Some random seminars
 - ❖ Reading latest papers
 - ❖ Practice talks, demonstration etc.
- ❖ In general, we don't have (semi-)mandatory events (which is rather typical in Japan, but I don't like it)

Internships/Research visits

- ❖ Could be arranged if you are doing well
- ❖ I know some people to talk to
- ❖ Decision is made by your host, not me
- ❖ You are also encouraged to find it by yourself
- ❖ International ones are recommended
- ❖ I've done two (Weta Digital and NVIDIA) and they were both fantastic!

Research fellowship

- ❖ I encourage you to apply for any of them that you are eligible (never think “I am not good enough”)
- ❖ Provides you three great benefits
 - ❖ Opportunity to step back (what is a big picture of your research and why it’s interesting?)
 - ❖ Financial security (money!)
 - ❖ Network with external people (potential jobs)

Managing your data

- ❖ Use a version control system (I use git)
 - ❖ For your future job (coding with many people)
 - ❖ For collaboration with external researchers
 - ❖ To share data with me and colleagues
 - ❖ Backup
- ❖ Put everything there (papers, data, code)
- ❖ **Don't** open source your data before publication

Scientific misconduct

- ❖ You as a researcher will **DIE** if you do any of them
 - ❖ Plagiarism - steal someone's (incl. your own) work
 - ❖ Falsification - modify results (e.g., photoshopping)
 - ❖ Fabrication - make up results that you don't have
- ❖ Zero tolerance (no degree is considered fine)
 - ❖ If I found out that you did any one of them in your work, I will urge you to leave my group

Harassment

- ❖ Communicate **before things get serious**
- ❖ **Anyone** can be a harasser or/and a victim
- ❖ Unintentional ones can happen
- ❖ If you think I am harassing you
 - ❖ Talk to someone you trust or the univ.
- ❖ If you think someone in the lab is harassing you
 - ❖ Talk to me, someone you trust, or the univ.

Harassment

- ❖ Sometimes lines are unclear...
- ❖ When someone is criticizing your work
 - ❖ Can be a valid criticism based on facts
 - ❖ Can be a personal attack without any evidence
- ❖ When in doubt, **talk to someone you trust**
- ❖ **Remember:** your advisor is not always right
 - ❖ Consider changing the advisor if it doesn't work

Mental issues

- ❖ Unfortunately, research can be mentally harsh and you can suffer from mental issues due to
 - ❖ Rejections of papers you worked for years
 - ❖ Couldn't get a job you like
 - ❖ Interpersonal troubles
- ❖ Remember: “**Graduate study is not all of your life**”
- ❖ Leaving your study can be the best option

Mental issues

- ❖ Some potential sign of mental issues
 - ❖ You **haven't communicated** with me (be it online or offline) more than a month
 - ❖ You are facing difficult problems but **never discussed** with anyone including colleagues
 - ❖ You are not sure what to do now/next, but you **haven't asked help** from anyone
- ❖ In general, ask for help - I am available for you

Use of SNS (Twitter, Facebook etc.)

- ❖ Be careful what you say on any SNS
- ❖ You never know who is reading it
 - ❖ Don't mention your research in progress
 - ❖ Don't criticize anyone; leads to miscommunication
 - ❖ Don't complain on lectures; tell them to lectures
 - ❖ Don't reveal anything that is confidential
- ❖ Like anything else, use it wisely or it can hurt you

Toward graduation

Recommendation letters

- ❖ I will write an honest evaluation of your work
- ❖ **Ask early!** If it's too late, like a day before the deadline, I might need to decline your request.
- ❖ Clarify where you apply, what you want me to cover in the letter, and when/where to send one
- ❖ When you ask a letter from someone, if you are asked to write a whole letter by yourself and this person says that s/he signs it, then don't trust her/him - s/he is not serious

Job hunting

- ❖ **Note that I cannot control your job hunting**
 - ❖ It's a matter between you and your employer
 - ❖ I can however recommend you only if
 - ❖ Employer directly contacted me
 - ❖ You have done excellent work
 - ❖ The job fits you well

Job hunting

- ❖ Successful job hunting requires
 - ❖ **Preparation** (good record of publication etc.)
 - ❖ **Action** (apply to anywhere you see you work)
 - ❖ **Luck** (may not have opening that fits you)
- ❖ You can do your best on the first two, but be prepared and think flexibly when you are unlucky
- ❖ Let's face it: best ones might not land best jobs

Career options

- ❖ Masters
 - ❖ Industry (generally not involving research)
 - ❖ Video game companies, movie production, or completely different things
- ❖ PhD
- ❖ Startup
- ❖ International options if you do well

Career options

- ❖ PhD
 - ❖ Academia
 - ❖ Very competitive
 - ❖ Industry (may or may not involve research)
 - ❖ International jobs are more available
- ❖ Postdoc
- ❖ Startup

Industry

- ❖ Potentially a good option salary-wise
 - ❖ Some bad exceptions exist (be aware)
- ❖ Usually less flexible
 - ❖ Your boss might decide what you need to do
 - ❖ Hard deadlines (missing ones = losing money)
 - ❖ Collaborative work (your work is not yours)
- ❖ Might be unrelated to graphics

Industry research lab

- ❖ Might be a good mix of industry and academia
 - ❖ Disney, Microsoft, Nvidia, Intel etc...
- ❖ Sometimes flexible, sometimes not
- ❖ Salary can be quite good
- ❖ Historically, they do not last very long...
 - ❖ Change of the policies, sudden budget cut, etc.
- ❖ Patenting hell (what you've done is not yours)

National research lab

- ❖ Similar to industry lab
 - ❖ Just not profit-oriented
 - ❖ No (or less) teaching
- ❖ Long term job security compared to industry lab
- ❖ Research topic and publication might not be flexible
 - ❖ Strategic goals might be already there
 - ❖ Might be forced to work on things you don't care

Startup

- ❖ Usually, buyout by a big company is the goal
 - ❖ Google, Facebook, Intel etc.
- ❖ High risk, high return (money and recognition)
- ❖ Do it if you have a vision and necessary resources:
 - ❖ Tough mind and body
 - ❖ Help from other people
 - ❖ Have network

Academia

- ❖ Most flexible with less monetary benefit
- ❖ Can work on what you want (up to funding)
- ❖ Your work is yours and you are your boss
- ❖ Many different kinds of tasks in one job
- ❖ Teaching, mentoring, advising, researching, fund raising, and managing - yes, it's chaotic
- ❖ **Extremely** competitive job market

Academia

- ❖ Tenure (permanent position)
 - ❖ Tenure evaluation comes after several years
 - ❖ May or may not happen in the same university
 - ❖ Criteria vary a lot, but “publish or perish”
- ❖ Not so much job security until you get tenure
 - ❖ Be prepared and open for other career options
 - ❖ Non-permanent post is increasingly typical

Postdoc

- ❖ Temporary research job toward a faculty position
- ❖ Usually a few years of fixed term contract
- ❖ No guarantee of a “better” next job
- ❖ Not well paid (depending on the lab)
- ❖ Increasingly typical for a PhD student who wants to ultimately land on a faculty job
- ❖ Be prepared and open for other career options

PhD in another lab

- ❖ Moving to a different group widens your view
- ❖ You might want to work on a different topic
- ❖ Be aware of the cost involved
 - ❖ Money (if you move to a distant location)
 - ❖ Time (you often start from scratch)
- ❖ Study abroad is highly encouraged if you want, but it's far better if you do so right after your undergraduate study, just like I did.

After graduation

For those in industry

- ❖ In general, you shouldn't ask me to be a consultant
- ❖ To avoid any conflict of financial interest
- ❖ Any hiring decisions shouldn't be **directly** influenced by me
- ❖ Even if you contacted me to introduce someone ("directly" is the key)
- ❖ Any information about opening positions is however welcome and circulated in the lab

For those in academia

- ❖ For your own sake, publish papers **without** me
- ❖ Important to show your independence
- ❖ Prove to other people that you did your work
- ❖ Not applicable to on-going projects from your graduate study - we can continue until it's done
- ❖ I'll be happy to write recommendation letters when you need ones. Just ask me in advance.

Last, but not least

- ❖ I'll be happy to continue to be your peer
- ❖ Visit us when you have a chance
- ❖ Enlighten current students with your experience
- ❖ I will be happy to give you advice as your peer
- ❖ Your success = My happiness
 - ❖ Tell me what you have recently achieved, even if you think it is a small thing