Background
Hit the Ground Running is a monthly program for Physiology and Biophysics postdocs in the UW School of Medicine that teaches skills necessary to succeed in a career within and beyond the academy.
- Essential skill: the ability to celebrate small achievements that propel a scholar towards success.

Methods: Photo-elicitation
To guide postdocs toward self-affirmation, we prompted them to
1. Upload a photograph representing an aspect of their professional life that they found rewarding,
2. Briefly describe its significance.
We analyzed their photos and statements to answer the question “What kind of successes do postdoctoral fellows in Hit the Ground Running represent through photo-elicitation?”

Results
- 17 of the 31 postdocs enrolled in the program submitted 20 artifacts.
- 13 submissions celebrated smaller steps toward a larger goal, such as learning new methods, collecting data, or working on a manuscript.

Submissions
<table>
<thead>
<tr>
<th>Type</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal success</td>
<td>2</td>
</tr>
<tr>
<td>Professional success</td>
<td>18</td>
</tr>
<tr>
<td>Research trajectory</td>
<td>16</td>
</tr>
<tr>
<td>CV appropriate</td>
<td>3</td>
</tr>
<tr>
<td>Small Steps</td>
<td>13</td>
</tr>
<tr>
<td>Other (award, time with mentor)</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
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Formative Assessment (minute papers)
If you haven’t submitted a Great Moment, why haven’t you?
- “Meant to but forgot”
- “I recognize great/memorable moments day to day & so I didn’t see the need”
- “Submitting the GM on this class website did not impact me as much as doing the same thing on Facebook, where 70 ‘likes’ came my way”
- “I couldn’t choose a single moment”
- “I had no great moments to submit”
- “I wasn’t sure where to. My great moment was being retweeted and followed by scientists and institutions I respect on Twitter. This made me feel as though I’m an important part of a scientific community.”

If you have submitted a Great Moment, how has the process of making the submission affected you?
- “I think the ‘great moments’ were a good help to see my work from a more remote point of view, helping to see the bigger picture”
- “Enjoyed the reflection process and submission of the first two.”
- “It’s nice to be reminded of my successes, however small”
- “I got re-excited about my research. Got new ideas, how to move forward”

Future Ideas
- Helping more postdocs acknowledge their small successes may provide much needed encouragement and support.
- The lack of participation may be due to the perception that only significant success—something that could be added to a CV—qualified as a submission, but that small steps that advance participants on the trajectory toward their goals did not.
- Social media may provide more reinforcement than posting on a course discussion board.

Small Steps to Represent Success
- Normalized and averaged current amplitudes of M-current recorded in SCG neurons of adult rats. This was just a control experiment, but a great moment for me as this result validated several other recordings…
- Made my first high titer AAV viral vector… without any help from experts! I also taught an undergrad in the lab how to do the prep… and his yield was even higher than mine!
- View of Lake Union on the bus home. It makes me so much happier living in a beautiful place like Seattle…

This is the poster that I am working for SFN meeting in November. I will present my work that I have been working the last 3 years.

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