Stephen wanted to be a biologist since his 9th grade biology class. He's just out of his post-doc and landed a job at UC Berkeley. He has lofty goals to really make a difference in his field (cancer research), and would one day love to give a TED talk. He realizes, however, that he's not the best paper writer, so he needs to both improve his own writing and work with people who can write very well. He is motivated to conduct research (and collaborate) for the thrill of sharing his findings with other people who are also invested in his field. Because he's early in his career, he feels pressure to produce quality papers – and lots of them. This leads him to act as a manager for the people working on the paper, so that he can have control over the process.