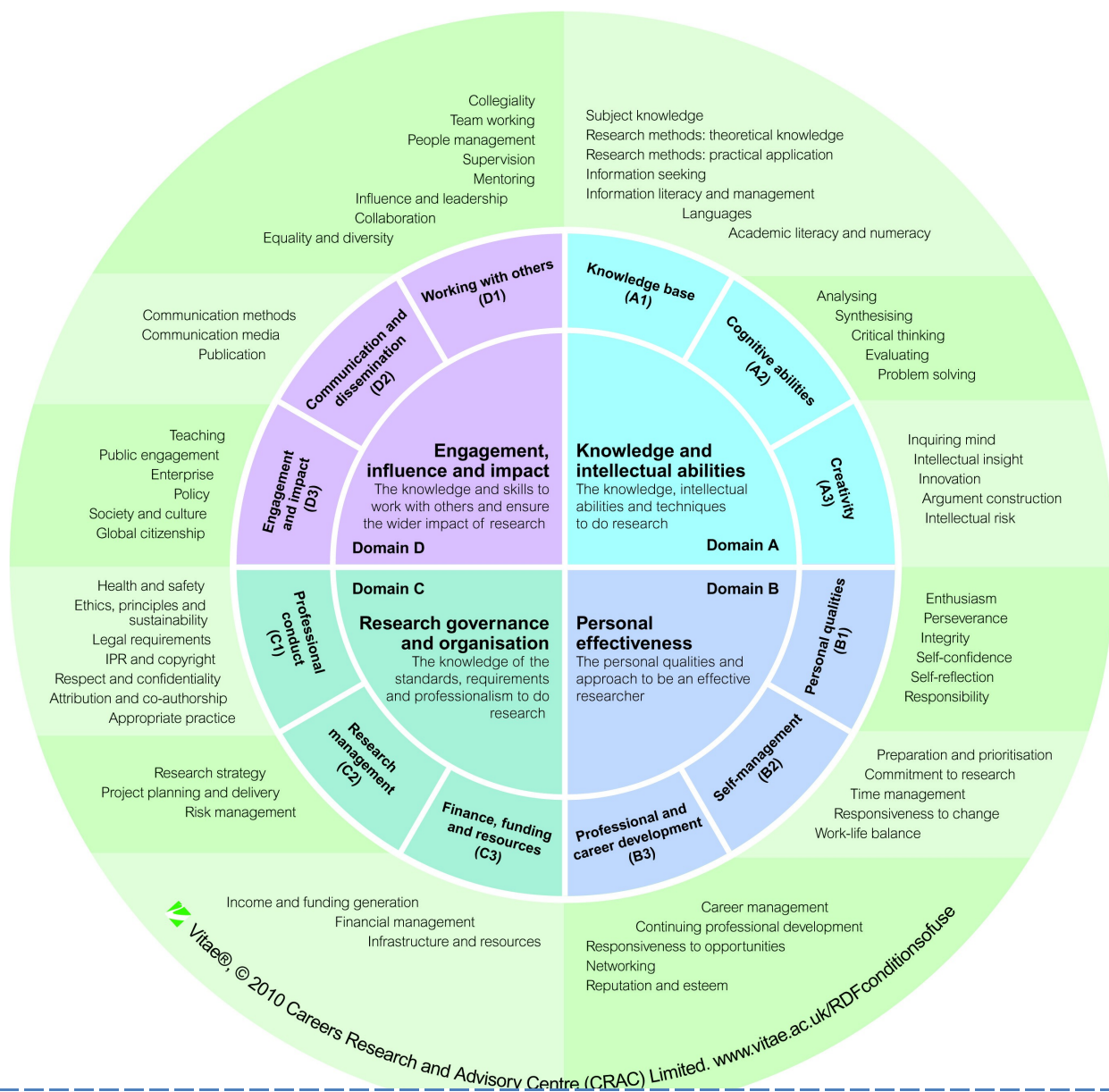# University Graduate School Development Needs Analysis Form (GRS1A)

Successful and timely completion of your research degree will depend on developing a mixture of subject-specific skills, intellectual skills, such as critical thinking, and more generic skills, like communication and enterprise. Many of these skills will also be important in your future life, whatever career or life choices you make.
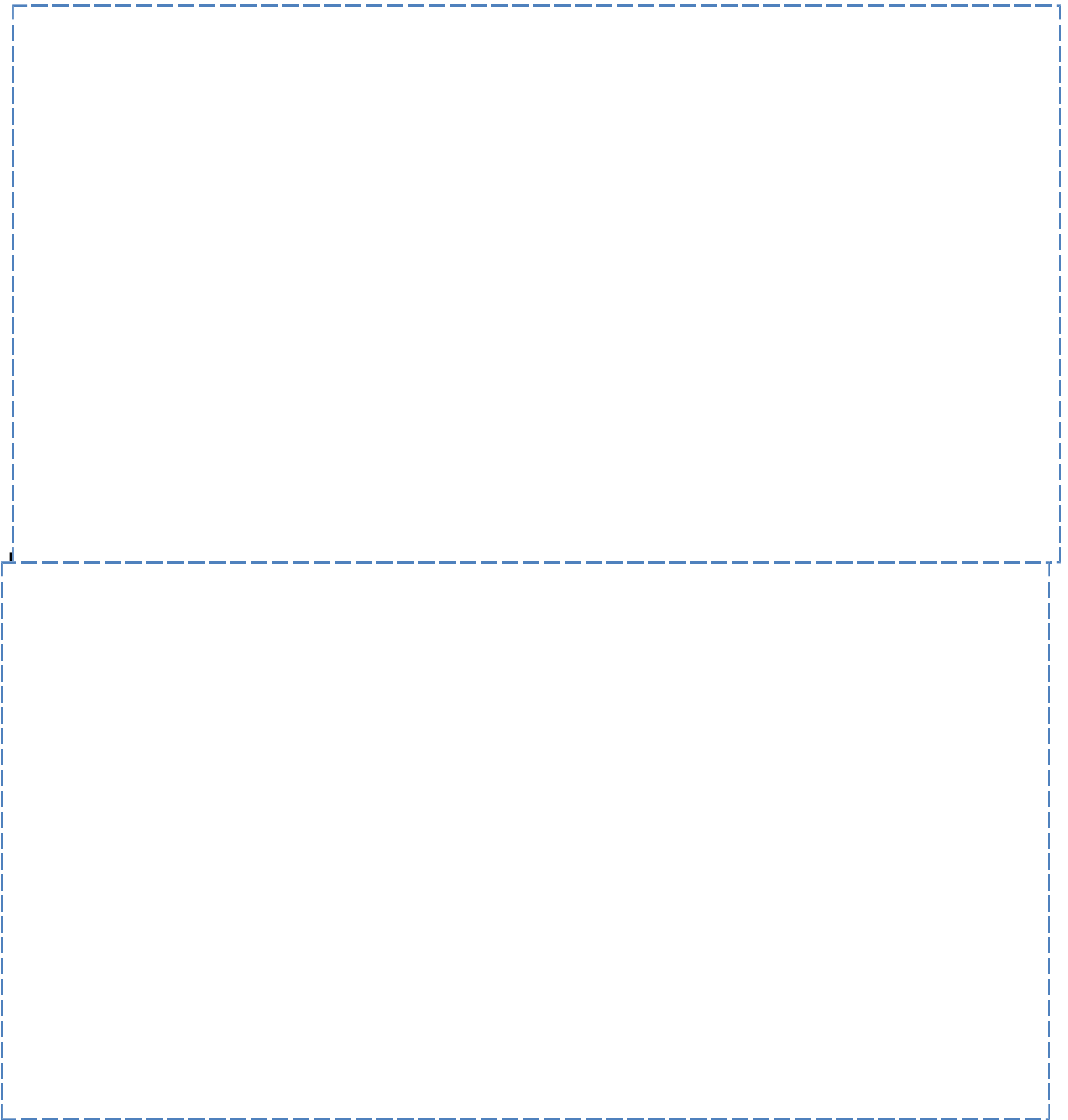
The Development Needs Analysis (DNA) form uses Vitae's Researcher Development Framework (RDF) to help you think about your current skills, pinpoint gaps in your knowledge, and identify areas for future development. The RDF articulates the knowledge, behaviours and attitudes of researchers, from postgraduates to established academic leaders and is endorsed by Research Councils UK.

There are four sections to the form, based on the RDF domains. The domains are shown below. For more information see here https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework/developing-the-vitae-researcher-development-framework/ (you will need to register). Use the sections to outline your development goals for this year in each domain. At the end of the form is a summary sheet to outline your specific plans.

Domain A

Knowledge base (A1)
- Subject knowledge
- Research methods: theoretical knowledge
- Research methods: practical application
- Information seeking
- Information literacy and management
- Languages
- Academic literacy and numeracy

Cognitive abilities (A2)
- Analysing
- Synthesising
- Critical thinking
- Evaluating
- Problem solving

Creativity (A3)
- Inquiring mind
- Intellectual insight
- Innovation
- Argument construction
- Intellectual risk

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research

Domain B

Personal qualities (B1)
- Enthusiasm
- Perseverance
- Integrity
- Self-confidence
- Self-reflection
- Responsibility

Self-management (B2)
- Preparation and prioritisation
- Commitment to research
- Time management
- Responsiveness to change
- Work-life balance

Professional and career development (B3)
- Career management
- Continuing professional development
- Responsiveness to opportunities
- Networking
- Reputation and esteem

Personal effectiveness
The personal qualities and approach to be an effective researcher

Domain C

Professional conduct (C1)
- Health and safety
- Ethics, principles and sustainability
- Legal requirements
- IPR and copyright
- Respect and confidentiality
- Attribution and co-authorship
- Appropriate practice

Research management (C2)
- Research strategy
- Project planning and delivery
- Risk management

Finance, funding and resources (C3)
- Income and funding generation
- Financial management
- Infrastructure and resources

Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research

Domain D

Working with others (D1)
- Collegiality
- Team working
- People management
- Supervision
- Mentoring
- Influence and leadership
- Collaboration
- Equality and diversity

Communication and dissemination (D2)
- Communication methods
- Communication media
- Publication

Engagement and impact (D3)
- Teaching
- Public engagement
- Enterprise
- Policy
- Society and culture
- Global citizenship

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research

nain B: Personal Effectiveness

personal qualities and approach to be an effective researcher
(Professional and Career Development, Self-Management, Personal Qualities)

Domain D: Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research
(Working with Others, Communication and Dissemination, Engagement and Impact)

Personal Development Plan Summary

You can use this section to identify a small number of specific prioritised goals for your development this year. This should be revisited at the end of the year to assess progress. Please visit www.graduateschool.bham.ac.uk for information, workshops and events that can help you meet your development objectives. Once the form is completed and signed please hand into your school, or upload electronically via the BIRMS PGR management system.

Identified skill area for development	Planned Activity	Success criteria (i.e. how will you know you've achieved your goal)	Deadline (when do you want to achieve it by?)

Signature (PG Researcher)

....
Date...

Signature (Supervisor)

....
Date...

Signature (Second or co-Supervisor)

....
Date...