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| **HDR Candidate Name:** |  | **Student Number:** |  |
| **Advisor Name(s):** |  | **Discussion Date:** | Click or tap to enter a date. |
| **Candidature Stage:** | [ ]  Early Candidature Checkpoint | [ ]  Progress Review 1 | [ ]  Progress Review 2 | [ ]  Progress Review 3 |

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| 🛈 **Using this document:*** This document encourages you to recognise your prior learning and experience and to identify skills for further development during your candidature.
* You should complete this document each year **before** you meet with your Principal Advisor to discuss your skill development priorities for the next year.
* Instructions on how to complete each step in the *HDR Individual Development Plan* process can be [found here](https://cdf.graduate-school.uq.edu.au/individual-development-plan). This document relates to Steps 1 to 2.
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**Career Pathway(s)**

Have you considered possible career pathways post-degree? It can be useful to keep in mind not only the skills that you would like to develop to assist you in your HDR candidature, but also those that will assist you in preparing for potential career pathways. List here your thoughts around your potential career options. You may also like to list any questions you have about your potential career options, or areas that you would like to learn more about regarding your career options.

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| **Skill Levels rating scale** | **Skill Priorities rating scale** |
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| Rating | Skill Level | Description |
| 5 | Exceptional | I feel confident that my proficiency and capabilities in this area are **outstanding** |
| 4 | Very good | I feel confident of my proficiency and capability in this area |
| 3 | Satisfactory | I have some proficiency in this area, but I could improve |
| 2 | Needs attention | I need to improve my ability in this area |
| 1 | Needs considerable attention | I need to put considerable effort into developing this skill further |

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| Rating | Description |
| High | Needed in next few weeks/months |
| Medium | Needed this year |
| Low | Not needed immediately |

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| HDR Graduate Attribute:**Disciplinary Knowledge and Capability** | **Skill** **Level** | **Examples** | **Skill Priority** |
| D1 | I have an advanced knowledge and understanding of my discipline area as well as the national and international context in which research takes place.  | Choose an item. |  | Choose an item. |
| D2 | I understand different methodological approaches and utilise the most appropriate approach to investigate research problems. | Choose an item. |  | Choose an item. |
| D3 | I can apply appropriate analysis to develop research questions. | Choose an item. |  | Choose an item. |
| D4 | I can collect and manage research data in a planned, purposeful, and appropriate way. This includes utilising software and tools appropriately to create, manage, present, manipulate, disseminate, and preserve research data. | Choose an item. |  | Choose an item. |
| D5 | I can analyse and evaluate information from a range of contexts to formulate new and justifiable conclusions and contribute to new knowledge generation.  | Choose an item. |  | Choose an item. |
| D6 | Other Discipline Specific knowledge or capabilities (to be discussed with your Advisory Team). | Choose an item. |  | Choose an item. |
| Examples could include things like: Developed a research plan; Completed a literature review; Participated in relevant workshops, e.g., methodology training/data management etc.; Attended academic seminars; Prepared and deliver research seminars/conference papers; Undertook self-directed development opportunities through on-line or external courses (e.g., EdX). |
| HDR Graduate Attribute:**Transferable Skills** | ***Skill Level*** | ***Examples*** | ***Skill Priority*** |
| T1 | I can identify issues and generate practical and creative solutions to solve problems.  | Choose an item. |  | Choose an item. |
| T2 | I can articulate research-related material and ideas in a manner which is easily understood by those:(a) within; and(b) outside my discipline. | Choose an item. |  | Choose an item. |
| T3 | I can demonstrate my capacity to work collaboratively and communicate effectively with others in a research team (supervisors, peers, and academic staff) utilising skills of emotional intelligence, negotiation, and inter-cultural communication where applicable. | Choose an item. |  | Choose an item. |
| T4 | I can define and manage research projects - including provision of direction, guidance, and motivation to others - from planning to successful completion, utilising a range of project and people management strategies. | Choose an item. |  | Choose an item. |
| T5 | I can write clearly, coherently, and convincingly. | Choose an item. |  | Choose an item. |
| Examples could include things like: Undertook an industry placement; Attended relevant seminars, workshops and/or conferences on communication, writing, networking, emotional intelligence etc.; Participated in the 3MT competition; Wrote a research proposal, literature review, confirmation document, thesis; Published in scholarly journals or, for e.g., The Conversation; Assisted in the co-ordination of conferences or seminars. |

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| HDR Graduate Attribute:**Professional Skills** | **Skill** **Level** | **Examples** | **Skill Priority** |
| 🛈 **Note that professional development needs may change over time as you reflect on career opportunities and interests.** |
| P1 | I can effectively communicate knowledge to support the understanding of others in educational contexts be they academic, corporate, non-profit or government. | Choose an item. |  | Choose an item. |
| P2 | I can develop and maintain professional networks with colleagues, fellow researchers and potential future collaborators, industry professionals and/or employers. | Choose an item. |  | Choose an item. |
| P3 | I understand the value of engaging with the media and utilising social media appropriately for the promotion of research outputs.  | Choose an item. |  | Choose an item. |
| P4 | I develop ideas for application of research in innovative and enterprising ways that may have commercial or societal value.  | Choose an item. |  | Choose an item. |
| P5 | I can identify and develop strategies to maximise the academic, commercial, or public impact of research including accessing funding when necessary.  | Choose an item. |  | Choose an item. |
| P6 | I understand the processes of publication and academic utilisation of results and demonstrate the capacity to have research published in scholarly outlets.  | Choose an item. |  | Choose an item. |
| Examples could include things like: Undertook an industry placement; Attended relevant seminars and workshops on commercialisation, entrepreneurship, innovation etc.; Attended conferences; Attended networking events and created connections; Used social media in a professional context; Assisted in co-ordination of conferences or seminars; Tutored; Published in scholarly journals or, for e.g., The Conversation; Applied for a grant or award. |
| HDR Graduate Attribute:**Responsible Researcher Conduct** | ***Skill Level*** | ***Examples*** | ***Skill Priority*** |
| E1 | I understand and apply the relevant codes of conduct and guidelines for the ethical and responsible conduct of research (for example animal ethics). | Choose an item. |  | Choose an item. |
| E2 | I have a clear understanding of the regulatory frameworks surrounding research, including intellectual property protocols. | Choose an item. |  | Choose an item. |
| E3 | I understand and apply standards of responsible research practice as they relate to dissemination of research findings, attribution of the work of others, declaring sources of support and applying authorship policies. | Choose an item. |  | Choose an item. |
| E4 | I can analyse, evaluate, and utilise research and information in an objective way. | Choose an item. |  | Choose an item. |
| Examples could include things like: Completed the Research Integrity Module [online]; Attended Intellectual Property training; Submitted a request for ethics approval for a research project. |

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| 🛈 **Next steps:*** Areas that you identified here for development now form the basis of your *HDR* *Individual Development Plan* document.
* You may like to share your completed *Development Needs Analysis* with your Principal Advisor when you send them your draft *Individual Development Plan* document.
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