

# MEICOM

## ITNA TRAINING NEEDS ANALYSIS

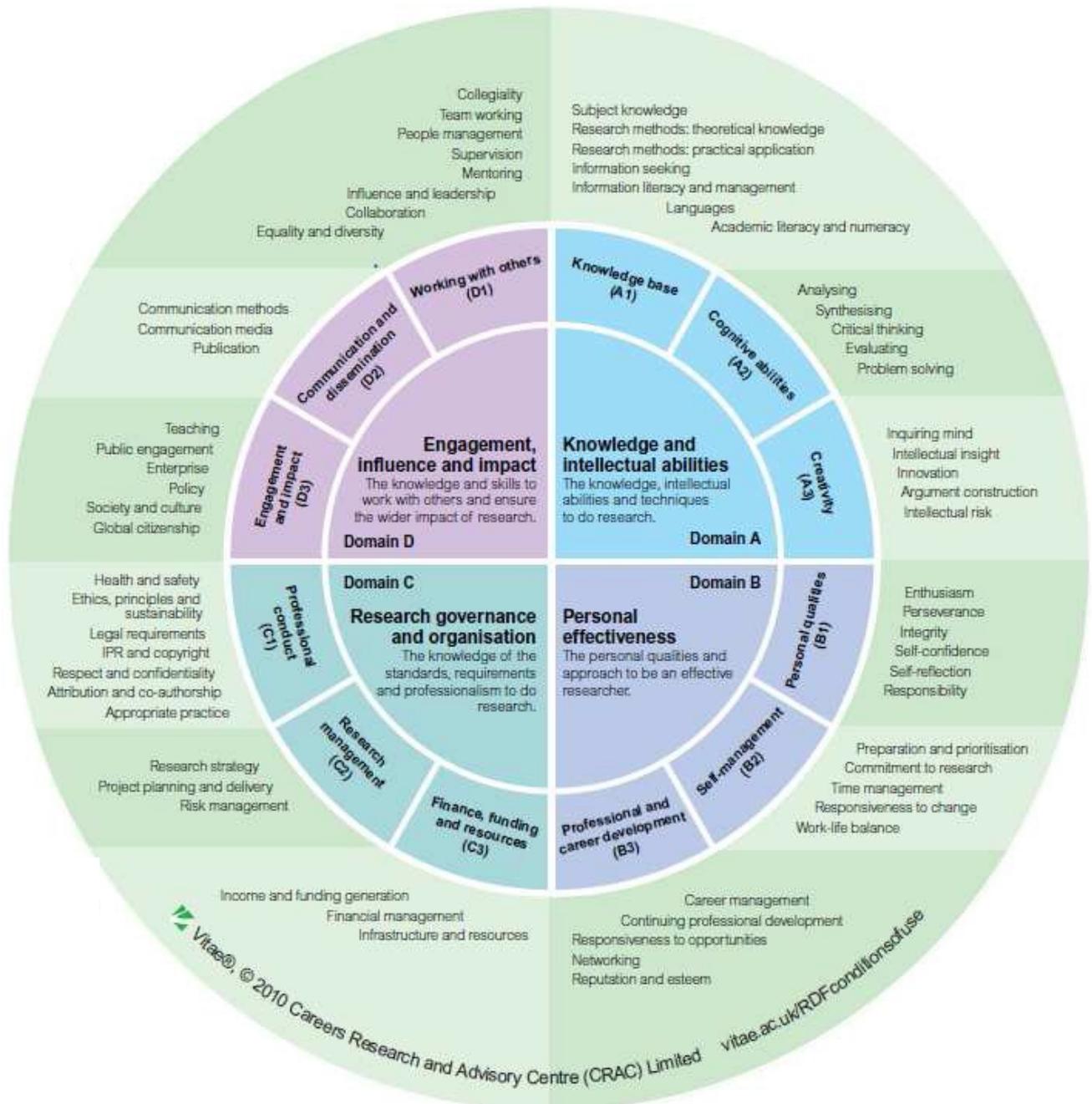
Successful and timely completion of your research degree will depend on developing a mixture of subject-specific skills, intellectual skills, such as critical thinking, and more generic skills, like communication and enterprise. Many of these skills will also be important in your future life, whatever career or life choices you make.

The ITNA Training Needs Analysis 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 establish academic leaders and is endorsed by Research Councils UK.

There are four sections to the form, based on the RDF domains (below or for more details, including suggested skills levels see:

<https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view>)

Use the sections to outline your goals for this year in each area. At the end of the form is a summary sheet to outline your specific plans.



### **Domain A: Knowledge and Intellectual Abilities**

The knowledge, intellectual abilities, and techniques used in research

(Knowledge Base, Cognitive Abilities, Creativity)

#### **A1. Knowledge base:**

As a new one in the field of meiosis, after reading some review and experiment publications, I get to know a lot of it. In the future, I would like to learn more about meiosis by getting more reading and attend more related meetings or workshops.

At the same time, although I have a lot of knowledge in molecular biology and sequencing, my knowledge about data analysis and bioinformatics is limited. So I plan to attend course or work shop to improve it.

### **Domain B: Personal Effectiveness**

The personal qualities and approach to be an effective researcher (Professional

and Career Development, Self-Management, Personal Qualities)

#### **B3. Career management:**

It's good to set realistic career goals and develop a credible career plan for self-improvement. I would like to know more about career management, set a career goal for myself and try to develop a plan to achieve it.

#### **B2. Work-life balance**

Still under pressure or worrying about project on weekends is a problem which has worried me for a long time. I plan to attend course about stress management in our university.

### **Domain C: Research Governance and Organization**

The knowledge of standards, requirements, and professionalism to do research (Professional

Conduct, Research Management, Finance, Funding and Resources)

#### **C1. IPR and copyright**

I will pay attention to copyright issues when we use picture for posters or other things.

### **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)

## D1 equality and diversity

As the guidebook said, it is good to realize equality and diversity and works with diversity. One thing worries me for a long time is that my supervisor always suggests me to do more about social and have good relationship with others. Since he thinks when we have a very good relationship with other people, we can get more special information, experience and knowledge, which is good for our work.

However I'm the kind of people who is not interested in or good at social. I prefer to treat colleagues with a colleague relationship. Some of us maybe become friends, maybe not, I don't refuse to have a better relationship, at the same time, I don't want to spend too much time and energy on social and relationship.

I think it is natural that some people like social and social contribute to their work, and some people like scientific research and would like improve work by improving scientific ability. Spending time on social or spending the same amount of time on research both contribute to our work, but different people prefer different thing, different thing is suitable for different thing.

To solve this problem, I would like to make some change for a better atmosphere of our work. At the same time, I hope my supervisor can realize and respect such diversity. So that compromise of both of us can help us solve this problem. Also I plan to attend a course "master your phd" to improve interpersonal skill.

You can use this section to identify a small number of specific prioritised goals for your development year.  
 This should be revisited at the end of the year to assess progress.

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?)
A1. Knowledge base	More reading and attend course or workshop	Record of course or workshop	20 <sup>th</sup> December 2019
B3. Career management:	Get to know Career management, set up a career goal and make a plan to it	Make a career goal and plan	20 <sup>th</sup> December 2019
B2. Work-life balance	stress management course	Record of course	20 <sup>th</sup> December 2019
D1 equality and diversity	course "master your phd"	Record of course	20 <sup>th</sup> December 2019

Signature (MEICOM ESR)

..... Date.....

Signature (Supervisor)

..... Date.....

Signature (Second or co-Supervisor)

..... Date.....