

BECOME A LEADER IN RESEARCH: TRAINING NEEDS SELF-ASSESSMENT

Postdoctoral researchers are professionals who have developed a certain level of independence and are heading for a leading researcher position. Those fellows willing to progress with their career (both in academia or in industry) should strengthen the transversal skills related to leadership to overcome challenges that may encounter. These skills can also make a significant contribution to career success in different professional options or fields, for instance in research management, business entrepreneurship or policy-making.

This self-assessment tool of training needs addressed primarily to Beatriu de Pinós fellows is useful to **analyse and reflect about the key knowledge, behaviours and attributes** typically developed by researchers that can be acquired through or used in **leadership**. It is also useful for the Beatriu de Pinós team at AGAUR to identify the areas and skills that are more relevant for fellows that need to be developed. This document is based in the Leadership Lens on the Vitae Researcher Development Framework.

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Skill	Goal	Current level of knowledge, experience or confidence (1 to 5, 1=none 5=expert)	Priority for your career development (low, medium, high)	What do you need to achieve the goal? (training, conference, networking, coaching, mentoring, project work, secondment or stay, etc.)	What is your plan to achieve it? (course at your institution, colleague advice, external training, don't know, etc.)	Resources needed (time, money, materials, etc.)
Subject Knowledge	Acquire a deep knowledge of the area of research, the advances within it and its relations with other research areas. Make original contributions to knowledge.					
Critical thinking	Think originally, independently and critically.					
Evaluating	Evaluate progress, impact and outcomes of research.					
Intellectual insight and innovation	Identify new trends, ideas and applications. Create new opportunities.					
Argument construction	Develop convincing and persuasive arguments to defend research.					
Enthusiasm and perseverance	Approach research with enthusiasm, passion and confidence. Be resilient and persevere in the face of obstacles.					
Integrity and ethics	Show integrity. Be aware of the fundamental ethical requirements and RRI principles promoted by the European Commission.					

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Responsiveness to change	Anticipate and respond to directions and trends in research.					
Networking and reputation	Actively network for professional and career purposes and seek to enhance research reputation and esteem.					
Income funding generation	Understand the funding environment, know the main funding sources of the research area and have the skills and experience needed to apply for funding.					
Resources and infrastructure	Responsibly manage finances, resources and infrastructures related to research.					
Research strategy	Plan in a long term to achieve specific research aims relevant to the closer environment and the wider discipline context. Set identifiable objectives which will contribute to a broader research agenda. Over time, reach a position to influence research agendas in the field.					

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Project planning and delivery	Set goals and plan and manage resources to deliver results. Be proactive (instead of reactive) in your choices.					
Risk management	Effectively assess and manage risks.					
Public engagement	Contribute to increasing public awareness, engagement and understanding of research and associated impacts.					
Enterprise, policy and society	Promote collaborative engagement with all stakeholders to create, develop and exchange research knowledge to influence and benefit policy development, society and the economy. Seek new outlets and promote the application of research in innovative ways.					
Communication methods	Communicate effectively in both written and oral modes with a range of audiences formally and informally through a variety of different techniques and media.					

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Publication	Actively engage in publication and dissemination of research results and impacts (and encourage this in others).					
Team working	Recognise, acknowledge and encourage the contribution of others and own part in team success.					
People management	Build relationships in academic and commercial contexts; be approachable and interact constructively with others; manage expectations and resolve conflicts.					
Influence and leadership	Lead, motivate, empower others, communicate vision and values and influence where appropriate; persuade through listening and convincing discussion.					
Collaboration	Build and sustain collaborative relationships and work pro-actively to create and develop knowledge with a range of stakeholders including researchers, funders and users of research.					

Become a leader in research: training needs self-assessment