

In order to know which activities can be accepted in your doctoral study programme and how many points can be awarded, consult your faculty PhD regulations

A. RESEARCH SKILLS AND TECHNIQUES	
1. The ability to recognize and validate problems. 2. Original, independent and critical thinking, and the ability to develop theoretical concepts. 3. A knowledge of recent advances within one's field and in related areas. 4. An understanding of relevant research methodologies and techniques and their appropriate application within one's research field. 5. The ability to critically analyze and evaluate one's findings and those of others. 6. An ability to summarize, document, report and reflect on progress	
Examples of activities	* Act as a reviewer of manuscripts, articles, books,... * Evaluator or jury membership (e.g. bachelor's or master's thesis) * Take part in specialized summer school, research residencies at other institutions * Take part in a research day or artistic event
Courses offered by ADS	* E-sources: exact sciences/ (bio)medical sciences/ social sciences & humanities * Creative problem solving * Excel courses * Building your strategy for systematic reviews: (bio)medical sciences / exact sciences and social sciences and humanities * The Basics of GenAI * Effective Prompting
Courses and events offered by other departments of UAntwerp or other organizations	* Courses offered by StatUa * Courses offered by FLAMES * Systematic review Cochrane by Cebam

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B. ADAPTING TO THE RESEARCH ENVIRONMENT	
1. Show a broad understanding of the context in which one's own research takes place, at the national and international level. 2. Demonstrate awareness of issues relating to the rights of other researchers, of research subjects, and of others who may be affected by the research (e.g. confidentiality, ethical issues/ ethical code, attribution, copyright, malpractice, ownership of data and the requirements of the Data Protection Act, ...). 3. Demonstrate appreciation of standards of good research practice in their institution and discipline. 4. Understand relevant health and safety issues and demonstrate responsible working practices. 5. Understand the processes for funding and evaluation of research. 6. Justify the principles and experimental techniques used in one's own research. 7. Understand the process of academic or commercial exploitation of research results.	
Examples of activities	* Chairmanship or membership board/committees (e.g. Faculty Board) * Membership peer review committee ADS
Courses offered by ADS	* Introduction to Data Management Plans * The basics of Innovation & Entrepreneurship * Intake to FAIR
Courses and events offered by other departments of UAntwerp or other organizations	* Certificate Laboratory Animal Science * Training program 'Dive into business' (RIVA) * Training program 'Dive into projects' (RIVA) * Mind the GAP (Good Academic Practices) (VLIR)

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C. RESEARCH MANAGEMENT	
1. Apply effective project management through the setting of research goals, intermediate milestones and prioritization of activities. 2. Design and execute systems for the acquisition and collation of information through the effective use of appropriate resources and equipment. 3. Identify and access appropriate bibliographical resources, archives and other sources of relevant information. 4. Use information technology appropriately for database management, recording and presenting information.	
Example of activities	* Write a project proposal (e.g. FWO/VLAIO/BOF or similar, an individual PhD scholarship) * Organize a scientific or science popularizing activity (e.g. lecture, training, conference...) * Supervision of Bachelor's or Master's thesis
Courses offered by ADS	* Project management * Mindmapping * Word: Long & complex documents
Courses and events offered by other departments of UAntwerp or other organizations	

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D. PERSONAL EFFECTIVENESS	
1. Demonstrate a willingness and ability to learn and acquire knowledge. 2. Be creative, innovative and original in one's approach to research. 3. Demonstrate flexibility and open-mindedness. 4. Demonstrate self-awareness and the ability to identify own training needs. 5. Demonstrate self-discipline, motivation and thoroughness in one's work. 6. Recognize boundaries and look for support if needed. 7. Show initiative, work independently and be self-reliant.	
Example of activities	* Author of a scientific publication * Editor or editorial board member of a scientific journal * Applying for a patent
Courses offered by ADS	* Time management * Personal effectiveness * Under pressure (Dutch and ENG) * Academic confidence * Active bystander training (Dutch and ENG)
Courses and events offered by other departments of UAntwerp or other organizations	

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E. COMMUNICATION SKILLS	
1. Write clearly and in a style tailored to the communication's purpose (e.g. published documents, doctoral thesis). 2. Construct coherent arguments and articulate ideas clearly to a range of audiences (experts versus non-experts) through a variety of techniques. 3. Constructively defend research outcomes (e.g. at seminars, doctoral defence) 4. Contribute to promoting the public understanding of one's research field. 5. Effectively support the learning of others when involved in teaching, mentoring or demonstrating activities.	
Example of activities	* Presenting your research at a(n) (inter)national scientific conference (e.g. poster, presentation) * Project defense * Participate in popularizing science activity (e.g. the PhD Cup, the Children's university or Science Day) * Popularizing science communication (e.g. press conference or a media interview) * Teaching in higher education * Participating in a panel debate
Courses offered by ADS	* Giving presentations in English * Writing academic papers in English * Communicating effectively in an academic context * Speed reading * Snellezen (Dutch) * Analytic Storytelling * How to deal with media and journalists as a researcher * Creating a scientific poster * Creating visuals about your research * Communication skills basics * Connecting communication * Turning research data into powerful visuals * The art of giving and receiving feedback * Pitch your research
Courses and events offered by other departments of	* Language course (Linguapolis) * Online language course (Altissia) * 'Let's talk science' (VLIR) * Publishing and reviewing (RIVA)

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F. NETWORKING AND TEAMWORK	
1. Develop and maintain co-operative networks and working relationships with supervisors, colleagues and peers, within the institution and the wider research community. 2. Understand one's behaviours and impact on others when working in and contributing to the success of formal and informal teams. 3. Listen, give and receive feedback.	
Example of activities	* Member of VABAP * Spokesperson for AAP/BAP * Attend an (inter)national conference * Go on an international research visit
Courses offered by ADS	* Grow to Lead * Grow your Network * Meet people not cultures & practice communication styles * Intercultural competences: navigating foreign academic cultures
Courses and events offered by other departments of UAntwerp or other organisations	

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G. CAREERMANAGEMENT	
1. Appreciate the need for and show commitment to lifelong learning and continued professional development. 2. Take ownership for and manage one's career progression, set realistic and achievable career goals, and identify and develop ways to improve employability. 3. Demonstrate an insight into the transferable nature of research skills to other work environments and being aware of the range of career opportunities within and outside academia. 4. Present one's skills, personal performances and experiences in an effective CV, cover letter and job interviews.	
Example of activities	* Internship or work-experience in a non-academic working environment * Attending career-oriented events
Courses offered by ADS	* Grow your future career * Write an effective non-academic CV & cover letter * Inside a company * Applying for a job * My personal development plan as a PhD researcher * Welcome to the real world * From self-insight to career impact
Courses and events offered by other departments of UAntwerp or other organizations	* Interuniversity Job Market for Young Researchers (VLIR) * Manage your future career (Talent Center) * Career counselling (Talent Center)