More insight into your competence profile: to create a personal development plan

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Vision

B. Adapting to the research environment

A. Research skills and techniques

C. Research Management

D. Personal effectiveness

E. Communication skills

G. Career management

F. Networking and teamwork

Identify personal needs

Increasing self-awareness

Learning to express the value of your PhD

Link activities to competences and vice versa

Develop competences

Becoming a broadly trained professional

To think about…

1. **How can you become an excellent researcher?**
2. **How can you become a widely deployable professional?**
3. **What do you want to do after finishing your PhD?**

- **Which skills and competences do you need to develop to make this possible?**

- **Which of those can you develop during your PhD?**

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At this moment, I think that after finishing my PhD:

I want to find a job outside academia

I want to find a job in academia

I don't know yet what I want to do after finishing my PhD

What do you want to do after finishing your PhD?

Which skills and competences can you develop during your PhD trajectory to become an excellent researcher?

Which skills and competences can you develop during your PhD trajectory to become a widely deployable professional?

Vision ADS – Let's recap

- Not about 'just gaining points' – your development as professional is WHY we provide it to you

- Research competences & transferable skills

- Non-academic labour market after your PhD: 89% of PhD holders (ECOOM UGent, HRRF 2014-2015).

- In an academic environment you'll also need transferable skills!

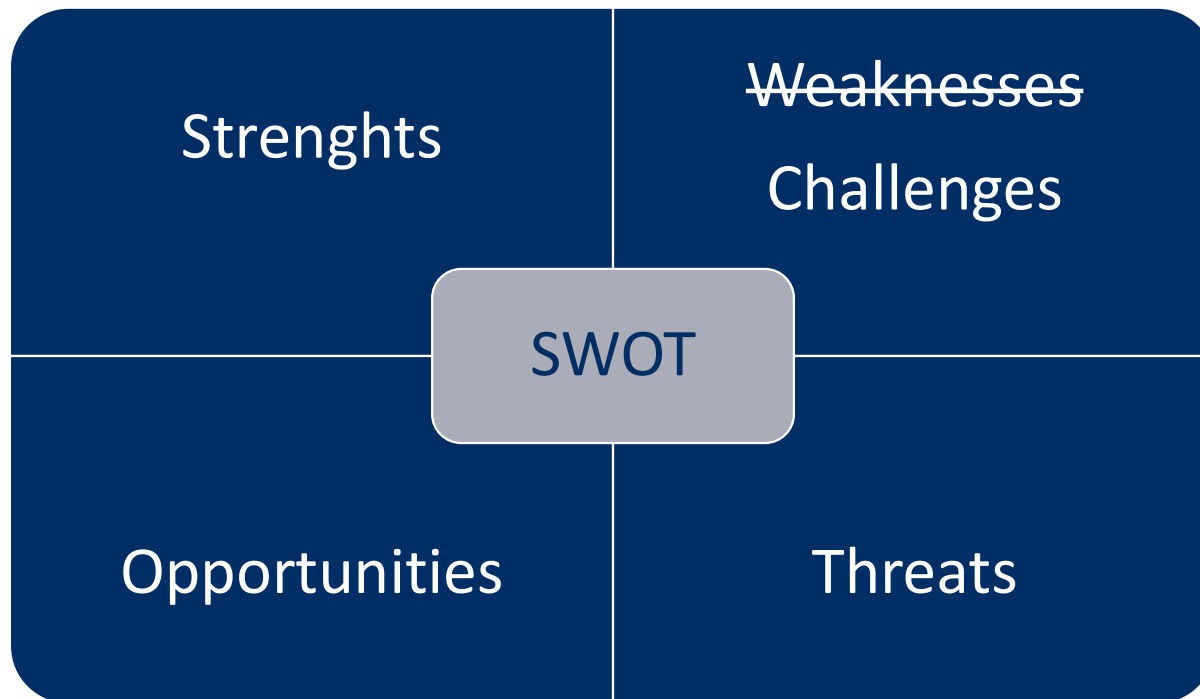- In an non-academic environment you'll also need research competences!

How to dive into your competence profile?

Your personal development plan

- Why?
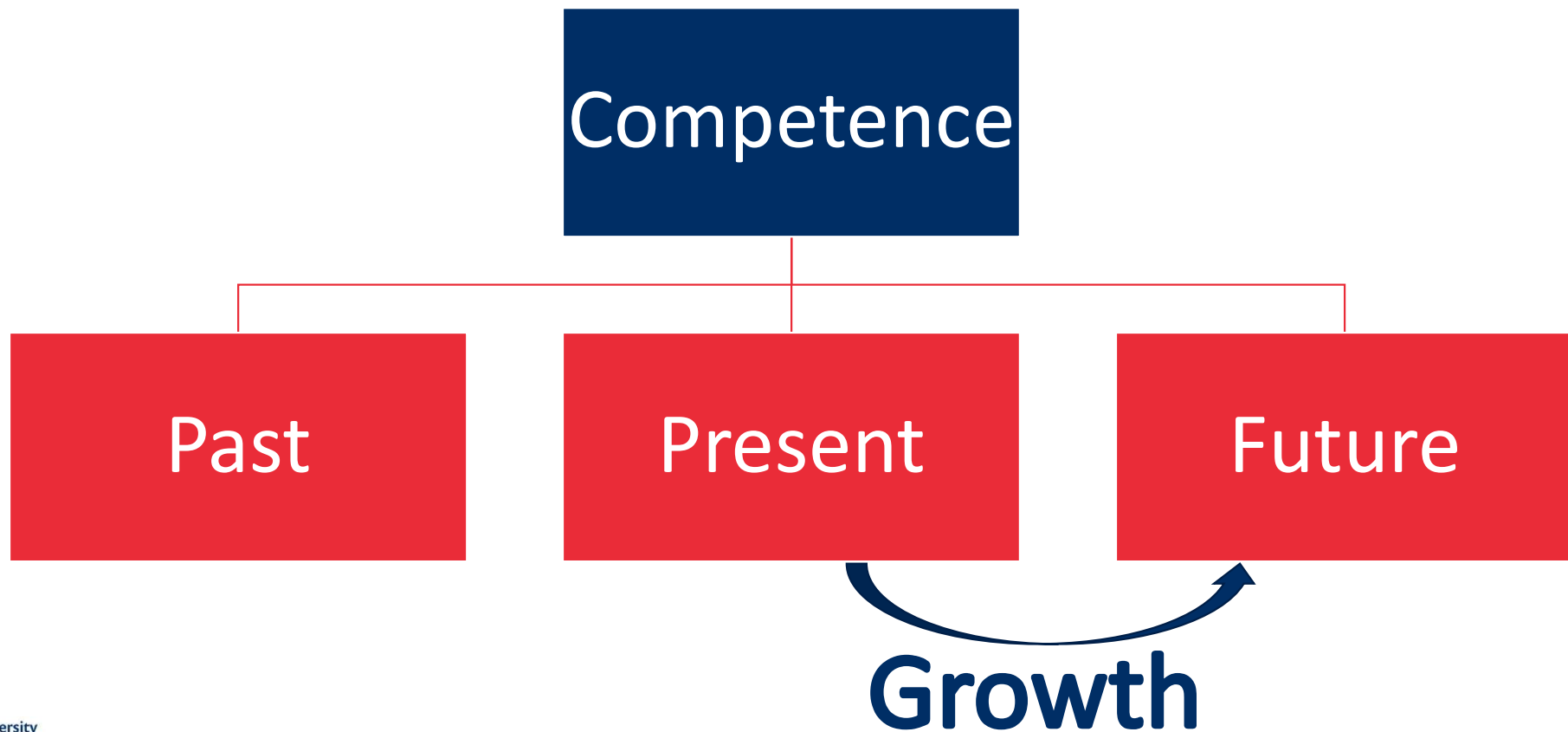
- What is it?

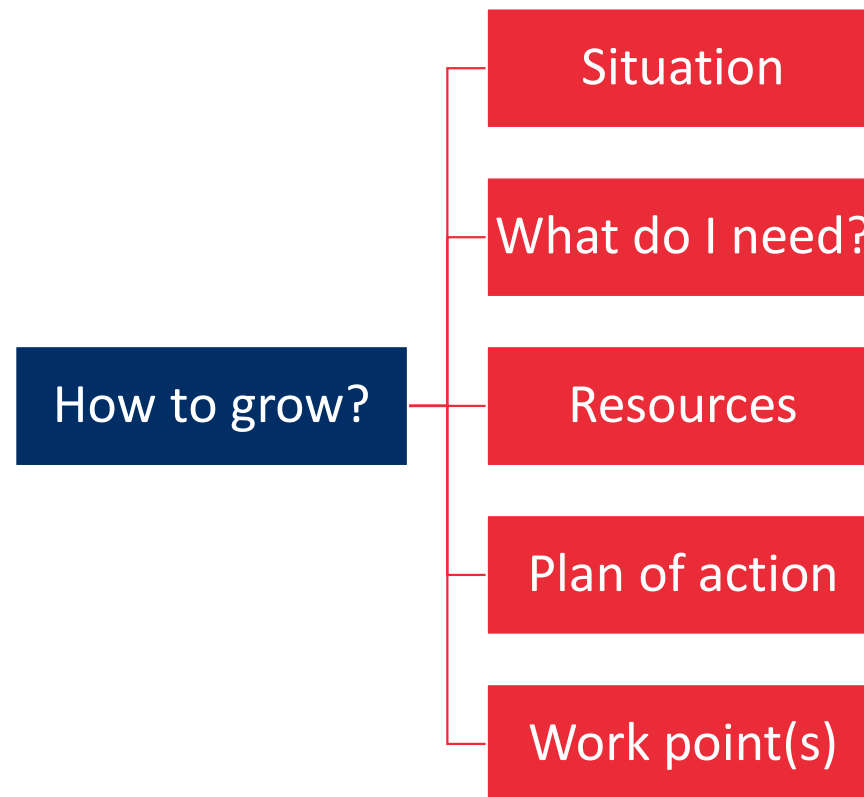- How do you make it?

A. Research skills and techniques

B. Adapting to the research environment

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G. Career management

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The Personal Development Plan

Strenghts	~~Weaknesses~~ Challenges
Opportunities	Threats

SWOT

Goal setting

- **Specific**
- **Measurable**
- **Achievable**
- **Relevant**
- **Timely**

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The Personal Development Plan: part 1

The Personal Development Plan: part 2

How to grow?

- Situation
- What do I need?
- Resources
- Plan of action
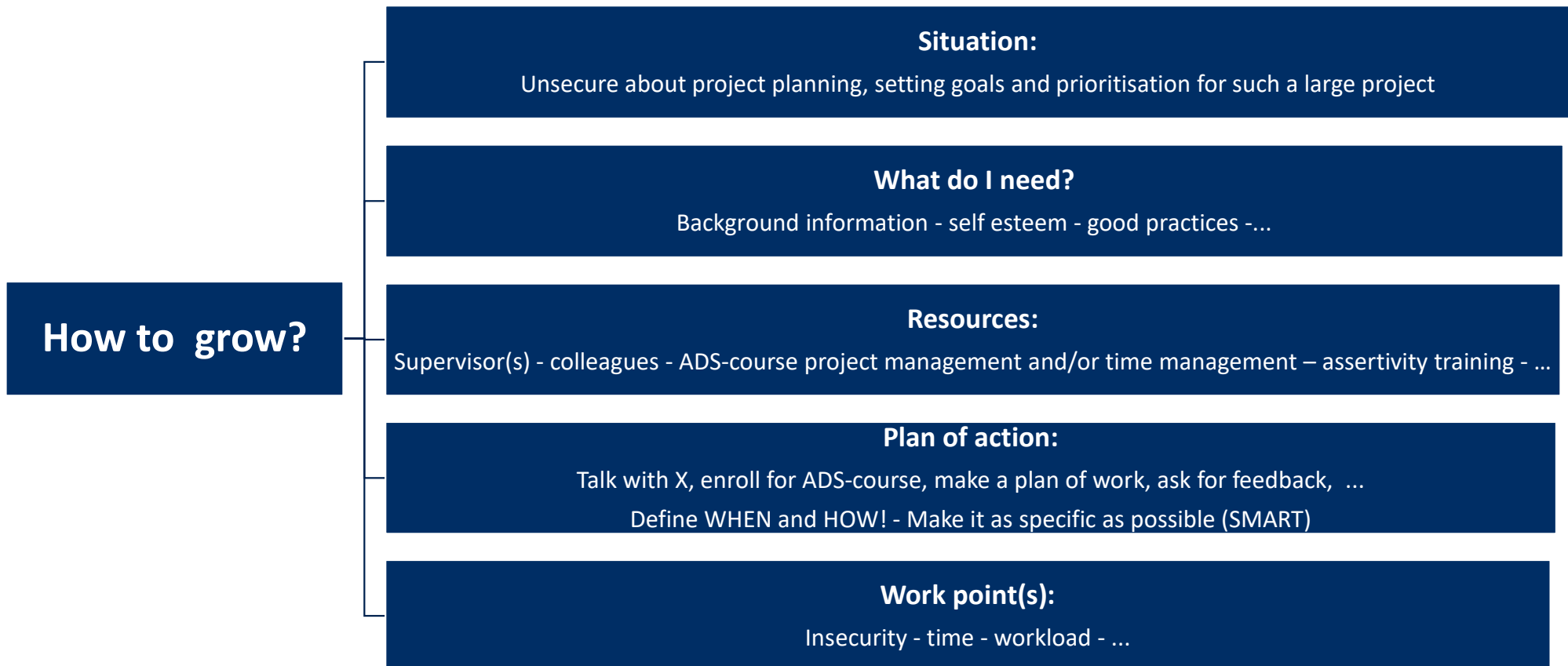- Work point(s)

A. Research skills
- **Knowledge** (e.g. subject knowledge, research methods, data-analysis)
- **Cognitive abilities** (e.g. creativity, critical thinking, analysing problems, evaluating research)

B. Research environment
- **Professional conduct** (e.g. ethical code and legal requirements, health and safety guidelines, guidelines regarding authorship,...)
- **Funding** and evaluation of research
- Understanding **publication** and **valorisation processes**

C. Research management
- **Project planning** (e.g. setting goals, prioritisation)
- **Information seeking** (e.g. use of bibliographical resources)
- **Information literacy and management** (e.g. database management)

D. Personal effectiveness
- **Personal qualities** (e.g. inquiring mind, perseverance, innovative thinking)
- **Self-confidence and self-awareness**
- **Result-oriented focus** (e.g. strive for a publication)

E. Communication skills
- **Academic literacy** (e.g. learning to adapt your writing for the purpose and audience)
- **Communication methods** (e.g. learning to articulate ideas clearly using different techniques)
- **Teaching in higher education**
- **Public engagement** (e.g. popularizing science communication)

D. Teamwork & networking
- **Teamwork**
- **Networking** (within the institution and the wider research community)

F. Career management
- **Continuing professional development**
- **Career management** and **employability**
- **Transferability of skills**
- **Job interview skills**

https://www.uantwerpen.be/en/centres/antwerp-doctoral-school/doctoral-study-programme/

An example – The Personal Development Plan: part 1

Competence category: C. Research Management

Competence:

Project planning

Past:

Master Thesis

Present:

Project Prosposal PhD

Future:

PhD thesis

In a non-academic environment you'll also need research skills!

Any project in- or outside academia

An example – The Personal Development Plan: part 2

How to grow?

Situation:

Unsecure about project planning, setting goals and prioritisation for such a large project

What do I need?

Background information - self esteem - good practices -...

Resources:

Supervisor(s) - colleagues - ADS-course project management and/or time management – assertivity training - ...

Plan of action:

Talk with X, enroll for ADS-course, make a plan of work, ask for feedback, ...

Define WHEN and HOW! - Make it as specific as possible (SMART)

Work point(s):

Insecurity - time - workload - ...

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My Personal Development Plan - PDP – My concrete development goal

		Name: _____	Date: _____
What is your concrete goal?	Describe as concretely as possible when you consider your development goal reached. Formulated using the SMART-principle?		
Action plan	Which actions do I undertake to reach my goal? In case of behavioral change: in which context, situation is this applicable? What am I going to do (differently)? If I … then I will….		
Resources	What do you need to reach this goal? To be able to grow? Which resources and support do you need? Who can support you attaining your goal? In what way?		
Frequency/ Deadline	Does this require a one-shot action? What is the deadline? In case of behavioral change: At what frequency do you take action? Weekly? Bi-weekly? Monthly? At each meeting with person x? Planned in your agenda?		
Plan B	What can go wrong and how will you react? Go about it? If I … then I will…		
Possible roadblocks	What keeps you from doing this? What keeps you from taking action? (Competencies - 'can I?', Knowledge? - 'do I know enough?' Motivation - 'do I want to?', Fear? - 'do I dare to?') If I… then I will ….		

So, what to do?

Reflection on your professional goal

SWOT analysis of your competences and skills

Reflection on how to develop your competences

Personal Development Plan – as concrete as possible!

Talk about it

Reflect and adjust

A first step in your career development!

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The competence I want to work on, is situated in the follow competence category of the competence profile:

A. research skills and techniques

B. adaptation to the research environment

C. research management

D. personal efficiency

E. communication skills

F. networking and teamwork

G. career management

None of the above

Let's work: your personal development plan

- **Pick one competence:**

  - Why do you want to work on this competence?
  - Are there any other resources you can think of?
  - Is there somebody else who knows more about this?
  - When do you plan to do that (f.i. register for a course, talk with … , …)?
  - What do you need to really do this?
  - …

  - ➢ be SMART
  - ➢ Use the template

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What after today?

- Develop **your PDP** and focus on the competences you need
- Discuss it with your **supervisor/mentor/buddy/…**
- Plan **reflection time** in your schedule
- More support needed?
  - **ADS-course 'My Personal Development Plan as a PhD Researcher'** (a co-operation between ADS and the Talent Center) – 3x/year
- **ADS - Website:** www.uantwerpen.be/ads (NL/Eng)
- **Talent Center:** https://www.uantwerpen.be/en/projects/talent-center-early-career-research/
- **PhD Talent Pool Flanders:** https://phd-talents-be.jobteaser.com/

Any questions, remarks or suggestions?

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