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

<table>
<tr><td colspan="2" align="center">A. Research Skills and Techniques</td></tr>
<tr><td colspan="2">

1. The ability to recognise 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 analyse and evaluate one's findings and those of others.
6. An ability to summarise, document, report and reflect on progress.

</td></tr>
<tr><td>Examples of activities</td><td>

* Act as a reviewer of manuscripts, articles, books,...
* Evaluator or jury membership (e.g. bachelor's or master's thesis)
* Take part in specialised summer school, research residencies at other institutions
* Take part in a research day or artistic event

</td></tr>
<tr><td>Courses offered by the Antwerp Doctoral School</td><td>

* E-sources for social sciences and humanities (Dutch and English)
* E-sources (for the exact sciences; for the (bio)medical sciences; for Law) (English)
* Excel (intermediate tips and tricks; database management and pivot tables; data-analyses, simulations and statistic functions) (English)
* Creative problem solving (English)

</td></tr>
<tr><td>Courses and events offered by other departments of UAntwerp or other organisations</td><td>

* Courses offered by StatuA
* Courses offered by Flames
* Courses offered by f-Tales
* Systematic review Cochrane (Cebam)

</td></tr>
</table>

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

B. 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, 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/or 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 the Antwerp Doctoral School	/
Courses and events offered by other departments of UAntwerp or other organisations	* Certificate Laboratory Animal Science * Training program "Dive into business" (ADOC) * Training program "Dive into projects" (ADOC) * Info session "Introduction to Research Data Management and Data management Plan" (ADOC) * Info session "Increasing the social impact of your research" (ADOC)

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

C. RESEARCH MANAGEMENT
1. Apply effective project management through the setting of research goals, intermediate milestones and prioritisation 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.

Examples 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 the Antwerp Doctoral School	* Project management (English) * Mind mapping (Dutch) * Word (long documents) (English)
Courses and events offered by other departments of UAntwerp or other organisations	* Info session "Introduction to Research Data Management and Data management Plan" (ADOC)

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

D. PERSONAL EFFECTIVENESS	
- Demonstrate a willingness and ability to learn and acquire knowledge. - Be creative, innovative and original in one's approach to research. - Demonstrate flexibility and open-mindedness. - Demonstrate self-awareness and the ability to identify own training needs. - Demonstrate self-discipline, motivation, and thoroughness. - Recognise boundaries and draw upon/use sources of support as appropriate. - Show initiative, work independently and be self-reliant.	
Examples of activities	* Author of a scientific publication * Editor or editorial board member * Patent * Receive an individual scientific prize
Courses offered by the Antwerp Doctoral School	* Time management (Dutch) * Achieving your goals and performing more successfully in your PhD (English) * Personal effectiveness (English) * Under pressure (English and Dutch course)
Courses and events offered by other departments of UAntwerp or other organisations	

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

E. COMMUNICATION SKILLS
1. Write clearly and in a style appropriate to purpose, e.g. Progress reports, published documents, thesis. 2. Construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally through a variety of techniques. 3. Constructively defend research outcomes at seminars and viva examination. 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.

Examples of activities	* Presentation your research at a (inter)national scientific conference (poster, presentation) * Project defence * Participate in popularizing science activity (e.g. the PhD-cup, the Children's university or Science week) * Teaching in higher education * Publication to popularize science (e.g. opinion piece or interview in the media) * Participant in panel discussion
Courses offered by the Antwerp Doctoral School	* Giving presentations in English * Writing academic papers in English * Communicating effectively in an academic context (English) * PowerPoint (English) * Speed reading (Dutch) * Analytic Storytelling (English) * How to deal with media and journalists as a researchers (English) * Creating a scientific poster (English) * Communication skills basics (English) * Connecting communication (English)
Courses and events offered by other departments of UAntwerp or other organisations	* Language course of Linguapolis * Online language courses Altissia * Summer school "Let's talk science" (5 Flemish universities) * Info session "Developing a publication strategy in..." (ADOC)

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

F. NETWERKING TEAMWORK	
- Develop and maintain co-operative networks and working relationships with supervisors, colleagues and peers, within the institution and the wider research community. - Understand one's behaviours and impact on others when working in and contributing to the success of formal and informal teams. - Listen, give and receive feedback.	
Examples of activities	* Member of VABAP * Spokesperson for AAP/BAP * Attend an (inter)national conference * Go on an international research visit
Courses offered by the Antwerp Doctoral School	* Leadership and teamwork (English and Dutch course) * Cross-cultural intelligence in academic environments (English) * Optimizing cooperation in international research groups (English)
Courses and events offered by other departments of UAntwerp or other organisations	

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

G. CAREERMANAGEMENT	
1. Appreciate the need for and show commitment to 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 the range of career opportunities within and outside academia. 4. Present one's skills, personal attributes and experiences through effective CV's, applications and interviews.	
Examples of activities	* Internship or work-experience in a non-academic working environment * Attending career-oriented events
Courses offered by the Antwerp Doctoral School	* Applying for a job (English) * Grow your future career (English) * Write an effective non-academic CV & cover letter (English) * Inside a company (English) * My personal development plan as a PhD researcher (English)
Courses and events offered by other departments of UAntwerp or other organisations	* From job market to PhD (5 Flemish universities) * Career clinics (Talent Center) * Career sessions (Talent Center) * Career counselling (Talent Center)