

Scientific Skills Self-Assessment³

Trainee's Name: _____ Date: _____

Semester/year in your training program: _____

Please rate your proficiency in the following areas on a scale of 1 (highly deficient) to 5 (highly proficient).

Skill Domain	1	2	3	4	5
Scientific Knowledge					
Broad-based knowledge of nursing science					
Deep knowledge of my specific research area					
Critical evaluation of the scientific literature in my area of interest					
Research Skills					
Technical skills related to my specific research area					
Knowledge of experimental and non-experimental designs					
Knowledge of qualitative designs					
Using statistical analysis					
Interpretation of data from statistical analyses					
Creative/innovative thinking					
Communication					
Basic writing and editing					
Scientific writing					
Writing for publication					
Writing grant proposals					
Providing constructive critique of a grant proposal					
Providing constructive critique of a manuscript					
Preparing a curriculum vita					
Preparing a biosketch based on NIH guidelines					
Speaking clearly and effectively					
Presenting research to scientists					
Presenting to nonscientists					
Teaching in a classroom setting					
Teaching in an online format					
Seeking advice from advisors and mentors					
Negotiating difficult conversations					
Professionalism					
Demonstrating workplace etiquette					
Complying with rules and regulations					

Upholding commitments and meeting deadlines					
Maintaining positive relationships with colleagues					
Contributing to the nursing discipline (e.g., member of professional society)					
Management and Leadership Skills					
Providing instruction and guidance to others					
Providing constructive feedback					
Dealing with conflict					
Planning and organizing projects					
Time management					
Development/managing budgets					
Managing data and resources					
Delegating responsibilities					
Leading and motivating others					
Creating vision and goals					
Serving as a role model					
Responsible Conduct of Research					
Careful record keeping practices					
Understanding data ownership/sharing issues					
Knowledge of responsible authorship and publication practices					
Knowledge of responsible conduct in human research					
Knowledge of responsible conduct in animal research					
Demonstrating ethical behavior in authorship and research activities					
Can identify and address research misconduct					
Can identify and manage conflict of interest					
Career Planning					
Knowing key people in my field of research					
Knowing how to network with key people in my field of research					
Maintaining a professional network					
How to identify career options					
How to prepare a curriculum vita					
How to interview					
How to negotiate					

³Adapted from Science Careers: My Individual Development Plan available at <http://myidp.sciencecareers.org/skills/assessment>)

Individual Development Plan (IDP) Template

Trainee's Name: _____ Date: _____

Semester/year in your training program: _____

Based on your Scientific Skills Self-Assessment, list 3-5 strengths and 3-5 developmental needs.

Strengths	Developmental Needs

Short Term Goals and Strategies

Consider the developmental needs identified above and academic expectations for the coming year. Then, identify 3-5 short term (**the next 6-12 months**) measureable goals and strategies for meeting those goals.

Short Term Goals	Skills you need to develop to reach this goal	Strategies for attaining these skills (e.g., coursework, additional training, RA/TA experiences, networking)

Long Term Goals and Strategies

Consider your career goals, your strengths, and areas where you will need additional support and guidance. Then identify up to 5 long-term measureable goals (**3-5 years**) and strategies for meeting those goals.

Long Term Goals	Skills you need to develop to reach this goal	Strategies for attaining these skills (e.g., coursework, additional training, RA/TA experiences, networking, professional organizations)

Develop the above in consultation with your mentor. Then set dates for evaluating your progress on these goals. Periodically revise these lists based on your growth and increased knowledge and skill development as a clinical scientist and scholar.