INDIVIDUAL DEVELOPMENT FRAMEWORK
7 THEMES (21 CATEGORIES)

Learn how to…

Lead Projects

Ethical & Professional Conduct: Ensure ethical practices in all aspects of research including intellectual property, data management, confidentiality, and collegiality. Demonstrate ethical behaviour: integrity, honesty, and accountability. Learn from mistakes. Practice sustainability and act responsibly with the interests of the larger community and its future in mind.

Finances & Funding: Identify opportunities and apply for funding (e.g., fellowships, grants, scholarships). Manage finances and risks. Estimate costs and deliver projects on-budget.

Project & Time Management: Plan projects and tasks, including time, workload, and resources. Develop and prioritize strategic and tactical goals. Persevere and deal with competing pressures.

Work With Others

Equity, Diversity & Inclusion: Value the benefits of diverse perspectives, lived experiences, and ways of thinking. Support and promote the voices of others during discussions. Collaborate successfully with cross-disciplinary and intercultural groups. Recognize discriminatory behavior and be an agent of change.

Global & Local Engagement: Advocate for and contribute to solving problems affecting the local and wider/global community. Participate in community, neighborhood, and international activities.

Leadership: Galvanize the strengths of others to achieve common goals. Use interpersonal skills to influence, mentor, coach, and develop others. Negotiate and manage conflict.

Teamwork & Interpersonal: Develop emotional intelligence, interact well with others, and build collaborative relationships for effective teamwork. Define roles and responsibilities of team members. Give and receive feedback and critical appraisals from team members.

Communicate Ideas

Public Speaking: Present ideas persuasively to diverse audiences both visually and orally. Develop skills and confidence in public speaking.

Teaching: Plan and deliver learning experiences using pre-determined learning outcomes. Facilitate discussions, organize interactive sessions, and provide constructive feedback to participants.

Writing: Articulate ideas and knowledge effectively in writing for specific audiences and purposes. Develop strategies for dealing with "writer's block."

Solve Problems

Analytical & Critical Reasoning: Analyze and synthesize complex information. Critically evaluate ideas and options. Develop and test hypotheses. Analyze and interpret findings.

Entrepreneurship: Initiate a non-profit or business venture by identifying and leveraging innovative ideas. Tolerate risk and uncertainty, demonstrate a positive attitude, and be achievement oriented.

Innovation & Creativity: Develop innovative and creative solutions. Recognize problems and opportunities, take initiative to generate and implement solutions that are effective and efficient. Demonstrate flexibility, tolerance for ambiguity or unpredictability, willingness to take appropriate risks, and interest in exploring the unknown.

Expand Your Expertise

Subject Knowledge: Demonstrate knowledge of and/or develop an original contribution to subject area and research methods. Develop a critical understanding of relevant literature. Be familiar with publishing practices and professional development opportunities in your field.

Tools & Technology: Select and use appropriate tools or technology to accomplish a given task, and develop solutions to problems. Examples: software, programming, technical devices, information management and databases, laboratory skills, statistical and qualitative methods/programs, etc.

Be Well

Healthy Living: Ensure personal wellbeing and work-life balance by establishing priorities (e.g., activities, exercise, sleep, nutrition, time with loved ones) that fulfill personal needs and enable feeling supported by others.

Resilience: Manage stress and anxiety. Develop the resilience and self-determination to overcome obstacles. Be empowered to take ownership and deal with uncertainty.

Self-Knowledge: Develop the self-awareness (strengths, weaknesses, interests, values, preferences) and the self-efficacy (confidence) to live a life that is more meaningful to you. Identify factors that contribute to your happiness.

Plan Your Career

Career Knowledge: Explore career options including academia, non-profits, government, and industry. Gain awareness of typical requirements and degree of competitiveness. Understand the hiring cycle in different sectors.

Applying & Interviewing: Articulate and communicate strengths, knowledge, and experience persuasively to potential employers. Demonstrate the transferability of your skills and knowledge to diverse employers. Adapt communication style and terminology for specific organizations to demonstrate fit.

Networking & Job Search: Create a professional network. Identify, reach out to, and maintain connections with potential collaborators, mentors, colleagues, and employers. Search for jobs in your target career area.