**Queen Mary University of London**

**Doctoral College**

**Postgraduate Researcher Development Needs Analysis (PGR DNA)**

**PGR name:**

Email:

School or Institute:

Primary supervisor:

Secondary supervisor:

Date of first DNA reflections and discussion:

Dates of subsequent DNA reflections and discussion:

**The PGR DNA**

Welcome to the Postgraduate Researcher Development Needs Analysis (PGR DNA). The purpose of the PGR DNA is to support you, as a PGR student, in considering your experience and planning for your skills development. Your skills development supports your progress through your doctorate in a structured way.

Skills development is an on-going process; you aren’t expected to begin your doctorate with all of the necessary skills in place and you will need different skills at times during your research career. You may be able to identify some of these skills on your own, and for others, your supervisors can help give you guidance as to what skills you’ll need at various points in your doctorate.

The Doctoral College developed this PGR DNA using our [seven pillars of skills development](https://www.qmul.ac.uk/doctoralcollege/skills-training/courses/training-and-development-pillars/):

* Doctoral Essentials
* Thriving as a Researcher
* Research Ethics and Research Integrity
* Careers
* Engagement and Impact
* Research Culture
* Commercialisation, IP, and Enterprise

We also drew on the [Vitae Researcher Development Framework](https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view) (RDF), which underpins both our offerings and the [Queen Mary Diploma of Researcher Development](https://www.qmul.ac.uk/doctoralcollege/skills-training/skills-development/q-dip/) (QDip).

**Using the PGR DNA**

The PGR DNA is intended to be a living document that you use throughout your doctorate. You do not need to have the same amount of information in each skill area – everyone starts their doctorate with their own unique set of skills and develops skills to support themselves through their projects in different ways.

The PGR DNA gives you space to consider your experience in different skills areas, how confident you feel about your skills in that area, what your development goals for that skill area are and how this will help you progress through your doctorate.

You can view this semester’s Doctoral College training and development programme on the [Doctoral College site](https://www.qmul.ac.uk/doctoralcollege/skills-training/doctoral-college-training/training-calendar/). **It is a requirement that all PGRs complete** [**Research Integrity training**](https://www.qmul.ac.uk/doctoralcollege/skills-training/research-integrity-training/) **before their first year review.** For more information about the stages for your doctorate, please see our [PGR Roadmap](https://qmplus.qmul.ac.uk/course/view.php?id=26693) on QMPlus.

You can add new information each time you use the PGR DNA or you can save a new copy. Be sure to keep copies of previous versions in case you need them.

If you have questions about using the PGR DNA, please contact the Doctoral College at doctoralcollege@qmul.ac.uk. Remember, everyone’s DNA will be unique to them, their experience, and their research!

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| Doctoral Essentials |
| Typical skills in this area include: |
| * Subject knowledge
* Research methods
* Information literacy
* Information management
 | * Analysis
* Synthesis
* Critical thinking
* Evaluation
* Problem solving
 | * Intellectual insight
* Innovation
* Argument construction
* Having an inquiring mindset
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1. **How confident are you about your skills in this area?**

Not very confident Somewhat confident Very confident

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1. **What are your previous experiences in and what goals do you have for this skill area?**

You may want to consider:

* What are the tasks and projects you’ve completed as part of your previous degree(s) or employment?
* How did those experiences help you develop skills in this area?
* What kind of training and development do you want to undertake in this skill area?
* When do you plan to undertake this training (e.g., within the next 6 months)?

**Your experience and goals**

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1. **How will developing these skills help you with your research career?**

**Linking skills to your research career**

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| Thriving as a Researcher |
| Typical skills in this area include: |
| * Time management
* Interpersonal communication
* Intercultural communication
 | * Project management
* Setting healthy boundaries
* Dealing effectively with challenging situations
 | * Building your peer networks
* Work-life balance
* Personal wellbeing
* Working habits
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| Research Ethics and Research Integrity |
| Typical skills in this area include: |
| * Ethics approval process
* Respect and confidentiality
* Regard for the welfare of participants
* Respect for communities
* Legal requirements
 | * Acting with honesty, rigour, care and respect
* Transparent communication
* Accountability
* Accurate attribution
* Effective collaboration
 | * Fair and accessible recruitment processes
* Fair and accessible dissemination processes
* Awareness of implicit biases, including own bias
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| Careers |
| Typical skills in this area include: |
| * Exploring career opportunities
* Application of transferable skills
* Self-awareness
* Self-confidence
 | * Building reputation
* Adaptability to change
* Openness to opportunities
* Continuing professional development
 | * Career management
* Networking and mentoring
* Goal setting and proactivity
* Time management
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| Engagement and Impact |
| Typical skills in this area include: |
| * Influence and leadership
* Equality, Diversity and Inclusion
* Mentoring
 | * Communications methods
* Research dissemination
* Publication
 | * Collaboration
* Teaching
* Training
* Public engagement
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| Research Culture |
| Typical skills in this area include: |
| * Mentoring
* Collaboration
* Society and culture
* Collegiality
 | * Global citizenship
* Intercultural communication
* Policy
 | * Producing accessible and transparent outputs
* Producing outputs that are open to scrutiny
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| Commercialisation, IP, and Enterprise |
| Typical skills in this area include: |
| * Understanding the potential commercial value of your work
* Engaging with the commercialisation process
 | * Understanding intellectual property rights and considerations
* Pitching your idea and/or product/service
 | * Identifying applications of your research
* Developing innovative ideas
* Sharing ideas across disciplines
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**Key Accomplishments and Goals**

Now that you’ve worked through each skill area, identify your key accomplishments in the past year and your key goals for the coming year.

Identifying your key accomplishments helps you demonstrate what you’ve done, both to yourself and to others. Doing a doctorate is a long process, and it can help your motivation to see how far you’ve come, no matter what you still have left to do.

**Key accomplishments**

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Identifying your key goals will help you focus on your main development priorities rather than feeling like you have a lot to do and no time to do it. Try to narrow it down to three or four of the most important things you want to focus on developing over the next year.

Discuss these with your supervisors and work with them to map out how and where you will find the development opportunities to help you meet your goals.

**Key goals**

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