**Development Needs Analysis**

To complete this table you will need to refer to the Vitae Researcher Development Framework (RDF) - a pdf version can be downloaded from the [Vitae Website](https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf) (you may need to register on the website with your shu.ac.uk email address first).

The RDF is structured into 4 domains (A-D), each of which has 3 sub-domains (A1, A2, A3 etc). Each sub-domain is further divided into descriptors (63 in total). Each descriptor has between 3 and 5 Phases, numbered from 1 (new researcher) through to 5 (experienced research leader). You should use the statements under each Phase on pages 3-22 of the RDF to complete a self-assessment of which Phase you are at currently in relation to your research degree.

This will enable you, with the support of your supervisors, to identify the areas you wish to develop and create an action plan. You will need to share the completed Development Needs Analysis document with your supervisor and later submit it with your RF1.

For each descriptor listed below indicate the Phase of development you feel most closely represents your current level of skills, knowledge and behaviours. You might find it helpful to make a note here of your priority areas to inform the next stage of action planning.

Shading indicates descriptors included in the Getting Started lens.

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| **DOMAIN A** | | | **Phase 1** | **Phase 2** | **Phase 3** | **Phase 4** | **Phase 5** |
| Knowledge and intellectual abilities (A) | | | | | | | |
|  | Knowledge base (A1) | | | | | | |
|  |  | Subject knowledge |  |  | |  | |
|  |  | Research methods - theoretical knowledge |  |  |  |  | |
|  |  | Research methods - practical application |  |  |  |  | |
|  |  | Information seeking |  |  |  | | |
|  |  | Information literacy and management |  |  |  |  | |
|  |  | Languages |  |  |  | | |
|  |  | Academic literacy and numeracy |  |  |  | | |
|  | Cognitive abilities (A2) | | | | | | |
|  |  | Analysing |  |  | |  | |
|  |  | Synthesising |  |  |  | | |
|  |  | Critical thinking |  |  |  |  | |
|  |  | Evaluating |  |  |  |  | |
|  |  | Problem solving |  |  |  |  | |
|  | Creativity (A3) | | | | | | |
|  |  | Inquiring mind |  |  |  |  | |
|  |  | Intellectual insight |  |  |  |  |  |
|  |  | Innovation |  |  |  | |  |
|  |  | Argument construction |  |  |  | | |
|  |  | Intellectual risk |  |  | |  | |

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| **My Domain A Priority areas:** |
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| **DOMAIN B** | | | **Phase 1** | **Phase 2** | **Phase 3** | **Phase 4** | **Phase 5** |
| Personal effectiveness (B) | | | | | | | |
|  | Personal qualities (B1) | | | | | | |
|  |  | Enthusiasm |  | |  | |  |
|  |  | Perseverance |  | |  |  |  |
|  |  | Integrity |  |  |  |  |  |
|  |  | Self-confidence |  |  |  |  |  |
|  |  | Self-reflection |  |  |  | | |
|  |  | Responsibility |  |  |  |  | |
|  | Self-management (B2) | | | | | | |
|  |  | Preparation and prioritisation |  |  |  |  | |
|  |  | Commitment to research |  |  |  | |  |
|  |  | Time management |  |  |  | | |
|  |  | Responsiveness to change |  |  |  |  |  |
|  |  | Work-life balance |  |  |  | | |
|  | Professional and career development (B3) | | | | | | |
|  |  | Career management |  |  |  |  |  |
|  |  | Continuing professional development |  |  |  |  | |
|  |  | Responsiveness to opportunities |  |  |  | | |
|  |  | Networking |  | |  |  |  |
|  |  | Reputation and esteem |  |  |  |  |  |

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| **My Domain B Priority areas:** |
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| **DOMAIN C** | | | **Phase 1** | **Phase 2** | **Phase 3** | **Phase 4** | **Phase 5** |
| Research organisation and governance (C) | | | | | | | |
|  | Professional conduct (C1) | | | | | | |
|  |  | Health and safety |  |  |  |  |  |
|  |  | Ethics, principles and sustainability |  |  |  |  |  |
|  |  | Legal requirements |  |  |  |  |  |
|  |  | IPR and copyright |  |  |  | |  |
|  |  | Respect and confidentiality |  |  |  |  |  |
|  |  | Attribution and co-authorship |  |  |  |  |  |
|  |  | Appropriate practice |  |  |  |  |  |
|  | Research management (C2) | | | | | | |
|  |  | Research strategy |  |  | |  | |
|  |  | Project planning and delivery |  |  |  |  | |
|  |  | Risk management |  |  |  |  |  |
|  | Finance, funding and resources (C3) | | | | | | |
|  |  | Income and funding generation |  |  |  | |  |
|  |  | Financial management |  |  |  |  | |
|  |  | Infrastructure and resources |  |  |  |  | |

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| **My Domain C Priority areas:** |
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| **DOMAIN D** | | | **Phase 1** | **Phase 2** | **Phase 3** | **Phase 4** | **Phase 5** |
| Communication, influence and impact (D) | | | | | | | |
|  | Working with others (D1) | | | | | | |
|  |  | Collegiality |  |  |  |  | |
|  |  | Team working |  |  |  |  | |
|  |  | People management |  |  |  |  | |
|  |  | Supervision |  |  |  | | |
|  |  | Mentoring |  |  |  |  | |
|  |  | Influence and leadership |  |  |  |  |  |
|  |  | Collaboration |  |  |  |  | |
|  |  | Equality and diversity |  |  |  |  | |
|  | Communication and dissemination (D2) | | | | | | |
|  |  | Communication methods |  |  |  |  | |
|  |  | Communication media |  |  |  |  |  |
|  |  | Publication |  |  |  |  |  |
|  | Engagement and impact (D3) | | | | | | |
|  |  | Teaching |  |  |  |  | |
|  |  | Public engagement |  |  |  |  | |
|  |  | Enterprise |  |  |  |  | |
|  |  | Policy |  |  |  |  |  |
|  |  | Society and culture |  |  |  |  | |
|  |  | Global citizenship |  |  |  | |  |

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| **My Domain D Priority areas:** |
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