**Using the Researcher Development Framework to map research career development**

Name: ………………………………..…………………………… Date: ……………………………

Using the framework below indicate your current level of ability in each of the dimensions, with 1 being least and 5 being most. Click the link to read dimension descriptions.

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| --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 |
| **Domain A - Knowledge and Intellectual abilities** |
| A1 Knowledge base |
| 1 [Subject knowledge](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/using-subject-knowledge-in-research) |  |  |  |  |  |
| 2 [Research methods - theoretical knowledge](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/research-methods-theoretical-knowledge-and-practical-application) |  |  |  |  |  |
| 3 [Research methods - practical application](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/research-methods-theoretical-knowledge-and-practical-application) |  |  |  |  |  |
| 4 [Information seeking](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/using-information-seeking-information-literacy-management) |  |  |  |  |  |
| 5 [Information literacy and management](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/using-information-seeking-information-literacy-management) |  |  |  |  |  |
| 6 [Languages](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/using-languages-and-academic-literacy-and-numeracy-in-research) |  |  |  |  |  |
| 7 [Academic literacy and numeracy](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/knowledge-base/using-languages-and-academic-literacy-and-numeracy-in-research) |  |  |  |  |  |
| A2 Cognitive abilities |
| 1 [Analysing](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/Analysis-and-synthesis-in-research) |  |  |  |  |  |
| 2 [Synthesising](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/Analysis-and-synthesis-in-research) |  |  |  |  |  |
| 3 [Critical thinking](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/using-critical-thinking-and-evaluation-in-research) |  |  |  |  |  |
| 4 [Evaluating](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/using-critical-thinking-and-evaluation-in-research) |  |  |  |  |  |
| 5 [Problem solving](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/Problem-solving-for-researchers) |  |  |  |  |  |
| A3 Creativity |
| 1 [Inquiring mind](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/creativity/inquring-mind-and-intellectual-insight/using-an-inquring-mind-and-intellectual-insight-to-meet-the-challenges-of-research) |  |  |  |  |  |
| 2 [Intellectual insight](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/cognitive-abilities/Problem-solving-for-researchers) |  |  |  |  |  |
| 3 [Innovation](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/creativity/using-innovation-in-research) |  |  |  |  |  |
| 4 [Argument construction](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/creativity/argument-construction-and-intellectual-risk-in-research) |  |  |  |  |  |
| 5 [Intellectual risk](https://www.vitae.ac.uk/researchers-professional-development/knowledge-and-intellectual-abilities/creativity/argument-construction-and-intellectual-risk-in-research) |  |  |  |  |  |
|  |
|  | 1 | 2 | 3 | 4 | 5 |
| **Domain B Personal effectiveness** |
| B1 Personal qualities |
| 1 [Enthusiasm](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/the-need-for-enthusiasm-and-perseverance-as-a-researcher/the-need-for-enthusiasm-and-perseverance-as-a-researcher) |  |  |  |  |  |
| 2 [Perseverance](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/the-need-for-enthusiasm-and-perseverance-as-a-researcher/the-need-for-enthusiasm-and-perseverance-as-a-researcher) |  |  |  |  |  |
| 3 [Integrity](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/Integrity-for-good-practice-in-research/integrity-underlying-good-practice-in-research-environments) |  |  |  |  |  |
| 4 [Self-confidence](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/The-importance-of-self-confidence-for-researchers/Sself-confidence-to-present-research-findings) |  |  |  |  |  |
| 5 [Self-reflection](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/self-reflection-for-researchers/self-reflection-to-improve-research-methods) |  |  |  |  |  |
| 6 [Responsibility](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/personal-qualities/Researchers-responsibilities/responsibility-as-a-researcher) |  |  |  |  |  |
| B2 Self-management |
| 1 [Preparation and prioritisation](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/self-management/preparation-and-prioritisation-in-research/preparation-and-prioritisation-in-research) |  |  |  |  |  |
| 2 [Commitment to research](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/self-management/commitment-to-research/commitment-to-research) |  |  |  |  |  |
| 3 [Time management](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/self-management/the-importance-of-time-management-for-researchers/the-importance-of-time-management-for-researchers) |  |  |  |  |  |
| 4 [Responsiveness to change](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/self-management/Responsiveness-to-change-for-researchers/responding-to-change-within-your-research) |  |  |  |  |  |
| 5 [Work-life balance](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/self-management/managing-work-life-balance-as-a-researcher/managing-work-life-balance-as-a-researcher) |  |  |  |  |  |
| B3 Professional and career development |
| 1 [Career management](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/professional-and-career-development/Managing-your-career-and-cpd-for-researchers/managing-your-career-as-a-researcher-and-continuing-professional-development) |  |  |  |  |  |
| 2 [Continuing professional development](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/professional-and-career-development/Managing-your-career-and-cpd-for-researchers/managing-your-career-as-a-researcher-and-continuing-professional-development) |  |  |  |  |  |
| 3 [Responsiveness to opportunities](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/professional-and-career-development/taking-advantage-of-opportunities-available-to-researchers/taking-advantage-of-opportunities-available-to-researchers) |  |  |  |  |  |
| 4 [Networking](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/professional-and-career-development/the-value-of-networking-as-a-researcher/the-value-of-networking-as-a-researcher) |  |  |  |  |  |
| 5 [Reputation and esteem](https://www.vitae.ac.uk/researchers-professional-development/personal-effectiveness/professional-and-career-development/Reputation-and-esteem-for-researchers/reputation-and-esteem-as-a-researcher) |  |  |  |  |  |

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|  | 1 | 2 | 3 | 4 | 5 |
| **Domain C Research governance and organisation** |
| C1 Professional conduct |
| 1 [Health and safety](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/HS-legal-req-IPR-and-copyright-for-researchers/the-importance-of-health-and-safety-legal-requirements-IPR-and-copyright-as-a-researcher) |  |  |  |  |  |
| 2 [Ethics, principles and sustainability](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/ethics-principles-sustainability-in-context-of-research) |  |  |  |  |  |
| 3 [Legal requirements](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/HS-legal-req-IPR-and-copyright-for-researchers/the-importance-of-health-and-safety-legal-requirements-IPR-and-copyright-as-a-researcher) |  |  |  |  |  |
| 4 [IPR and copyright](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/HS-legal-req-IPR-and-copyright-for-researchers/the-importance-of-health-and-safety-legal-requirements-IPR-and-copyright-as-a-researcher) |  |  |  |  |  |
| 5 [Respect and confidentiality](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/the-need-for-respect-and-confidentiality-in-research) |  |  |  |  |  |
| 6 [Attribution and co-authorship](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/criteria-for-attribution-and-co-authorship-in-research) |  |  |  |  |  |
| 7 [Appropriate practice](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/professional-conduct/appropriate-practice-in-research) |  |  |  |  |  |
| C2 Research management |
| 1 [Research strategy](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/research-management/research-strategy) |  |  |  |  |  |
| 2 [Project planning and delivery](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/research-management/project-planning-and-delivery-for-research) |  |  |  |  |  |
| 3 [Risk management](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/research-management/risk-management-in-research) |  |  |  |  |  |
| C3 Finance, funding and resources |
| 1 [Income and funding generation](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/finance-funding-and-resources/income-funding-generation-financial-management/income-funding-generation-financial-management-infrastructure-resources) |  |  |  |  |  |
| 2 [Financial management](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/finance-funding-and-resources/income-funding-generation-financial-management/income-funding-generation-financial-management-infrastructure-resources) |  |  |  |  |  |
| 3 [Infrastructure and resources](https://www.vitae.ac.uk/researchers-professional-development/research-governance-and-organisation/finance-funding-and-resources/income-funding-generation-financial-management/income-funding-generation-financial-management-infrastructure-resources) |  |  |  |  |  |

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|  | 1 | 2 | 3 | 4 | 5 |
| **Domain D – Engagement, influence and impact** |
| D1 Knowledge base |
| 1 [Collegiality](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/collegiality-mentoring-influence-leadership-collaboration/collegiality-mentoring-influence-leadership-and-collaboration) |  |  |  |  |  |
| 2 [Team working](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/team-working-for-success-as-a-researcher/team-working-for-success-as-a-researcher) |  |  |  |  |  |
| 3 [People management](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/managing-people-to-achieve-research-aims/managing-people-to-achieve-research-aims) |  |  |  |  |  |
| 4 [Supervision](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/supervision-in-research/supervision-in-research) |  |  |  |  |  |
| 5 [Mentoring](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/collegiality-mentoring-influence-leadership-collaboration/collegiality-mentoring-influence-leadership-and-collaboration) |  |  |  |  |  |
| 6 [Influence and leadership](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/collegiality-mentoring-influence-leadership-collaboration/collegiality-mentoring-influence-leadership-and-collaboration) |  |  |  |  |  |
| 7 [Collaboration](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/collegiality-mentoring-influence-leadership-collaboration/collegiality-mentoring-influence-leadership-and-collaboration) |  |  |  |  |  |
| 8 [Equality and diversity](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/working-with-others/equality-and-diversity-in-the-research-environment/equality-and-diversity-in-the-research-environment) |  |  |  |  |  |
| D2 Communication and dissemination |
| 1 [Communication methods](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/communication-and-dissemination/communication-methods-and-media-for-researchers/communication-methods-and-media-for-researchers) |  |  |  |  |  |
| 2 [Communication media](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/communication-and-dissemination/communication-methods-and-media-for-researchers/communication-methods-and-media-for-researchers) |  |  |  |  |  |
| 3 [Publication](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/communication-and-dissemination/publishing-your-research/publishing-your-research) |  |  |  |  |  |
| D3 Engagement and impact |
| 1 [Teaching](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/the-role-of-teaching-in-research/the-role-of-teaching-in-research) |  |  |  |  |  |
| 2 [Public engagement](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/engaging-the-public-with-research/engaging-the-public-with-research) |  |  |  |  |  |
| 3 [Enterprise](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/enterprise-and-research/enterprise-and-research) |  |  |  |  |  |
| 4 [Policy](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/policy-in-research/policy-in-research) |  |  |  |  |  |
| 5 [Society and culture](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/making-a-difference-to-society-and-culture-through-research/making-a-difference-to-society-and-culture-through-research) |  |  |  |  |  |
| 6 [Global citizenship](https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/engagement-and-impact/global-citizenship-in-research/global-citizenship-in-research) |  |  |  |  |  |

For those dimensions with low scores (3 and less), revisit the links and scroll down to find information about how to improve your capability in this area.

Draw up an action plan for your development – see ?? SMART personal action plan from CM w/shop?

Complete this assessment activity periodically (every six months) to capture your progress.

Created by Eve Uhlig - based on Vitae’s [RDF](https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view) 22.10.14