**Self-assessment tool to be completed by the Postdoc before completing the IDP**

***National Postdoctoral Association (NPA) Core Competencies Self-Assessment Checklist*.**  Rate your current level of development in each of the following, with 1 being “needs attention” and 9 being “extremely competent.” For more information on these competencies, please visit [www.nationalpostdoc.org/competencies](http://www.nationalpostdoc.org/competencies).

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Competencies | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | n/a |
| 1. Discipline-specific conceptual knowledge
 |  |  |  |  |  |  |  |  |  |  |
| Analytical Approach to Defining Research Questions |  |  |  |  |  |  |  |  |  |  |
| Design of Research Hypotheses |  |  |  |  |  |  |  |  |  |  |
| Ability to learn complex new subjects quickly |  |  |  |  |  |  |  |  |  |  |
| Interpretation and Analysis of Data |  |  |  |  |  |  |  |  |  |  |
| Critical Thinking |  |  |  |  |  |  |  |  |  |  |
| 1. Professional/Research Skill Development
 |  |  |  |  |  |  |  |  |  |  |
| Literature Search Strategies and Effective Interpretation |  |  |  |  |  |  |  |  |  |  |
| Experimental Design (if relevant) |  |  |  |  |  |  |  |  |  |  |
| Statistical Analysis (if relevant) |  |  |  |  |  |  |  |  |  |  |
| Data Analysis and Interpretation |  |  |  |  |  |  |  |  |  |  |
| Problem Solving and Troubleshooting/Providing Solutions |  |  |  |  |  |  |  |  |  |  |
| 1. Communication Skills
 |  |  |  |  |  |  |  |  |  |  |
| Written Presentations |  |  |  |  |  |  |  |  |  |  |
| Oral Presentations |  |  |  |  |  |  |  |  |  |  |
| Teaching |  |  |  |  |  |  |  |  |  |  |
| Interpersonal Communication |  |  |  |  |  |  |  |  |  |  |
| Special Situations/Conflict Resolution |  |  |  |  |  |  |  |  |  |  |
| 1. Professionalism
 |  |  |  |  |  |  |  |  |  |  |
| Workplace |  |  |  |  |  |  |  |  |  |  |
| Institutional |  |  |  |  |  |  |  |  |  |  |
| Collegial |  |  |  |  |  |  |  |  |  |  |
| Universal |  |  |  |  |  |  |  |  |  |  |
| Work Ethic |  |  |  |  |  |  |  |  |  |  |
| Responsiveness to Feedback |  |  |  |  |  |  |  |  |  |  |
| In-person Networking Skills |  |  |  |  |  |  |  |  |  |  |
| Online Networking Profile |  |  |  |  |  |  |  |  |  |  |
| Resume Preparation or CV Preparation |  |  |  |  |  |  |  |  |  |  |
| 1. Leadership & Management Skills
 |  |  |  |  |  |  |  |  |  |  |
| Leadership-Strategic Vision |  |  |  |  |  |  |  |  |  |  |
| Leadership-Motivating and Inspiring Others |  |  |  |  |  |  |  |  |  |  |
| Management-Project Management (if relevant) |  |  |  |  |  |  |  |  |  |  |
| Management-Data and Resource Management (if relevant) |  |  |  |  |  |  |  |  |  |  |
| Management-Research Staff Management (if relevant) |  |  |  |  |  |  |  |  |  |  |
| 1. Responsible Conduct of Research
 |  |  |  |  |  |  |  |  |  |  |
| Conflicts of Interest |  |  |  |  |  |  |  |  |  |  |
| Data Ownership and Sharing |  |  |  |  |  |  |  |  |  |  |
| Publication Practices and Responsible Authorship |  |  |  |  |  |  |  |  |  |  |
| Identifying and Mitigating Research Misconduct |  |  |  |  |  |  |  |  |  |  |
| Research with Human Subjects (when applicable) |  |  |  |  |  |  |  |  |  |  |
| 1. Personal Qualities
 |  |  |  |  |  |  |  |  |  |  |
| Independence |  |  |  |  |  |  |  |  |  |  |
| Creativity |  |  |  |  |  |  |  |  |  |  |
| Ability to Collaborate/Work in a Team |  |  |  |  |  |  |  |  |  |  |
| Taking Initiative |  |  |  |  |  |  |  |  |  |  |
| Listening Skills |  |  |  |  |  |  |  |  |  |  |
| Organization Skills |  |  |  |  |  |  |  |  |  |  |
| Time Management |  |  |  |  |  |  |  |  |  |  |
| Willingness to Learn New Things |  |  |  |  |  |  |  |  |  |  |
| Adaptability to Change |  |  |  |  |  |  |  |  |  |  |
| Desire to Advance / Grow |  |  |  |  |  |  |  |  |  |  |