

Training Needs Analysis (TNA) Example Submissions			
1. Personal Skills			
Time management <i>How do you capture and prioritise your work tasks?</i>			
Perseverance <i>Do you persevere in the face of obstacles and set-backs?</i>			
Problem-solving <i>Can you effectively analyse and interpret research results?</i>			
Critical thinking <i>How do you evaluate the quality of your work and the work of others?</i>			
	Reflect on your current ability/experience in these areas (using examples if you wish):	What (if anything) will you do to further develop in these areas?	Reflection of ongoing development during your PGR studies:
Example 1	<p>Have both short and long-term goals set in partnership with industrial sponsors this is helping to prioritise work. I also use monthly reports and meetings to make sure I am keeping on top of my tasks.</p> <p>I'm currently preparing to submit my literature review so I have been analysing and critically evaluating papers and other research in the literature in order to write my report. I don't have experience of writing a literature review before so feedback on my interpretation and analysis of the literature will be helpful.</p>	<p>Continue to develop critical thinking towards my own work through regularly presenting and being questioned on my results.</p> <p>As a research group we are going to start literature meetings where we will analyse and discuss papers as a group.</p>	Regularly presenting and critically analysing my work and the work of others through group meeting presentations.
2. Communication, Networking and Collaboration			
Communication Media and Methods <i>Do you use a variety of communication means including face-to-face, online and media?</i>			
Networking <i>Have you engaged individuals at conferences to make new working relationships outside of your institution?</i>			
Collaboration <i>Are you aware of your own behaviour and how it impacts on others in the team?</i>			
	Reflect on your current ability/experience in these areas (using examples if you wish):	What (if anything) will you do to further develop in these areas?	Reflection of ongoing development during your PGR studies:
Example 1	<p>Experienced with collaborating with Industrial partners through holding face-to-face meetings to discuss research as well as producing reports on research progression.</p> <p>Have attended internal poster sessions to network with other researchers from across the University.</p> <p>Collaborate with other group members through group meetings and with jointly running the laboratory. We have responsibilities such as ordering etc. that would impact on others if not done correctly and promptly.</p>	<p>Would like to attend a domestic/international conference to network with the wider field.</p> <p>Have no experience using PyMol to present research data so will develop this skill.</p>	<p>Will also be taking a placement on-site which will involve collaborative work with the team of researchers there.</p> <p>If 'Team Retrosynthesis' is still taking place I would like to be part of a team in the next cycle.</p>
3. Professional Skills			
Argument construction <i>Are you clear about your research question?</i>			
Publication <i>Do you know how to prepare research for publication?</i>			
Project planning and delivery <i>Do you make the decision on what to do next in your research?</i>			

Policy			
<i>How could your research impact on policy?</i>			
Enterprise and IP			
<i>Are you aware of the value to academia of establishing relationships in business/commercial context?</i>			
	Reflect on your current ability/experience in these areas (using examples if you wish):	What (if anything) will you do to further develop in these areas?	Reflection of ongoing development during your PGR studies:
Example 1	As my research is very preliminary I'm not currently sure of the impact of my personal data but I understand the wider impact of the project as a whole through engaging with my sponsors and understanding the field. Because of being industry sponsored I'm aware of IP and the importance of my research in a commercial setting.	Would like to gain experience with outreach and public engagement. Will look for University professional development sessions on public engagement.	Keeping my research aims and targets inline with my sponsors will help me be aware of my research impacts.
7. Responsible research and innovation			
Ethics			
<i>Are you aware of ethical issues and/or good research practices relevant to your field?</i>			
Data Management			
<i>Do you have a data management plan that you have shared with your supervisor?</i>			
Sustainability			
<i>Do you ensure your research does not have a negative effect on the environment and society?</i>			
	Reflect on your current ability/experience in these areas (using examples if you wish):	What (if anything) will you do to further develop in these areas?	Reflection of ongoing development during your PGR studies:
Example 1	I have completed all the Universities training on Research and Ethics as well as supplementary training by my sponsor. I have been looking at literature about green adaptations of my current synthetic plans.	Discuss data management plan with supervisor. Potentially try greener alternatives to some synthesis.	
8. Qualitative skills and/or quantitative and digital skills, depending on discipline			
<i>Do you know what research approaches/ techniques are generally used in your field and which are relevant to you?</i>			
<i>Can you use relevant IT packages for effective analysis?</i>			
	Reflect on your current ability/experience in these areas (using examples if you wish):	What (if anything) will you do to further develop in these areas?	Reflection of ongoing development during your PGR studies:
Example 1	Still undergoing training in relevant techniques and methods. Am confident with most synthetic chemistry techniques but looking to develop my biological skills. Specifically PAGE and PCR training will be needed. I'm confident in the use of ChemDraw and working on my skills with PyMol.	Continue to look for training in relevant techniques.	Ongoing training in relevant techniques.