Training Needs Analysis (TNA) Example Submissions			
1. Personal Skills			
Time management			
How do you capture and prioritise your work tasks?			
Perseverance			
Do you persevere in the face of obstacles and set-backs?			
Problem-solving			
Can you effectively analyse and interpret research results?			
Critical thinking			
How do you evaluate the quality of your work and the work of others?			
	Reflect on your current ability/experience in these areas (using		Reflection of ongoing development during your PGR studies:
	examples if you wish):	What (if anything) will you do to further develop in these areas?	
Example 1	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. 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.	Continue to develop critical thinking towards my own work through regularly presenting and being questioned on my results. As a research group we are going to start literature meetings where we will analyse and discuss papers as a group.	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			
Do you use a variety of communication means including face-to-face, onlin	a and media?		
bo you use a variety of communication means including face-to-face, online			
Networking			
Have you engaged individuals at conferences to make new working relation	nshins outside of your institution?		
There you engaged manualla at contenences to make new working related			
Collaboration			
Are you aware of your own behaviour and how it impacts on others in the te	pam?		
	Reflect on your current ability/experience in these areas (using		Reflection of ongoing development during your PGR studies:
	examples if you wish):	What (if anything) will you do to further develop in these areas?	
Example 1	Experienced with collaborating with Industrial partners through holding face- to-face meetings to discuss research as well as producing reports on research progression. Have attended internal poster sessions to network with other researchers from across the University. 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.	Would like to attend a domestic/international conference to network with the wider field. Have no experience using PyMol to present research data so will develop this skill.	Will also be taking a placement on-site which will involve collaborative work with the team of researchers there. If 'Team Retrosynthesis' is still taking place I would like to be part of a team in the next cycle.
3. Professional Skills			
Argument construction			
Are you clear about your research question?			
Publication			
Do you know how to prepare research for publication?			
Project planning and delivery			
Do you make the decision on what to do next in your research?			

Teaching			
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Can you effectively teach/supervise undergraduate students?			
	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	Having just started I'm still reading literature to get a better feel for the	Continue to keep up to date with research in the field.	Continued collaboration with industrial partners about project aims and
	research area however I am feeling more confident. This is also helping me		priorities.
	plan my project and which areas to focus on first.	Have a quarterly meeting with Industrial partner to discuss the next quarter's	
		project aims.	Have registered an interest to be an Undergraduate Lab Demonstrator.
		I feel quite confident about the supervision of level 4 students in the lab and	Not ready to think about publication.
		would like to expand my teaching experience by doing undergraduate lab	
		teaching.	
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4. Leadership			
Influence and leadership			
Can you recognise the implications of your own research for real life contex	ts?		
Reputation and esteem/profile			
How might you develop your online research profile?			
How might you develop your online research profile?			
Research Funding			
Are you aware of how your research aligns with the focus of your departme	nt, institution or funding body?		
Teaching			
Can you effectively teach/supervise undergraduate students?			
	Reflect on your current ability/experience in these areas (using		Reflection of ongoing development during your PGR studies:
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Example 1	By having regular meetings with my Industrial sponsors I am feeling guite	Keep up to date with literature and keep an awareness of the implications of my	
Example 1	By having regular meetings with my Industrial sponsors I am feeling quite confident about what they wish for me to focus on and how that fits with their	Keep up to date with literature and keep an awareness of the implications of my research field for commercial purposes.	Keeping in regular contact with Industrial partners and I'm aware of what their overall strategy and aims are and how my project fits with that.
Example 1			Reeping in regular contact with industrial partners and i'm aware of what their overall strategy and aims are and how my project fits with that.
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Policy			
How could your research impact on policy?			
Enterprise and IP			
Are you aware of the value to academia of establishing relationships in b	usiness/commercial context?		
	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			
Are you aware of ethical issues and/or good research practices relevant	to your field?		
Data Management			
Data Management			
Do you have a data management plan that you have shared with your su	pervisor?		
Sustainability			
Do you ensure your research does not have a negative effect on the env.	ironment and society?		
	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 digitation of the second sec	al skills, depending on discipline		
Do you know what research approaches/ techniques are generally used	in your field and which are relevant to you?		
Do you know what research approaches/ techniques are generally used Can you use relevant IT packages for effective analysis?	in your field and which are relevant to you?		
	in your field and which are relevant to you? 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:
	Reflect on your current ability/experience in these areas (using	Continue to look for training in relevant techniques.	Reflection of ongoing development during your PGR studies: Ongoing training in relevant techniques.