

Step 1: Self-Assessment (1-5; 1= needs improvement; 5=highly proficient)

- | | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| 1. Area of clinical expertise: | | | | | |
| a. Specific knowledge | | | | | |
| b. Specific technical skill | | | | | |
| 2. Professional/Research Skill Development | | | | | |
| a. Search strategies and critical evaluation of literature | | | | | |
| b. Problem solving | | | | | |
| c. The scientific method | | | | | |
| d. Analytical skills/data analysis and interpretation | | | | | |
| e. Creativity/developing new research direction | | | | | |
| f. Scientific publishing processes | | | | | |
| g. Grant applications | | | | | |
| 3. Communication Skills | | | | | |
| a. Writing for a lay audience | | | | | |
| b. Writing for a discipline specific audience | | | | | |
| c. Oral presentation for a lay audience | | | | | |
| d. Oral presentation for a discipline specific audience | | | | | |
| e. Multimedia communication and digital tools | | | | | |
| f. Ability to give constructive feedback | | | | | |
| g. Ability to receive constructive feedback | | | | | |
| h. Conflict resolution, including difficult conversations | | | | | |
| 4. Professionalism | | | | | |
| a. Workplace etiquette, performance standards | | | | | |
| b. Respecting intellectual contribution of others | | | | | |
| c. Demonstrating cultural competence | | | | | |
| d. Getting along with others | | | | | |
| 5. Leadership and management skills | | | | | |
| a. Inspiring and motivating others | | | | | |
| b. Understanding mission, vision and strategy | | | | | |
| c. Being a change agent | | | | | |
| d. Coaching and developing others | | | | | |
| e. Managing projects and time | | | | | |
| f. Budgeting | | | | | |
| g. Organizational skills | | | | | |
| h. Setting goals and monitoring results | | | | | |
| i. Working with diverse teams/groups | | | | | |
| 6. Responsible conduct of research | | | | | |
| a. Demonstrating responsible conduct in research with humans | | | | | |

- b. Identifying areas of conflict
 - c. Understanding data ownership and sharing issues
 - d. Demonstrate responsible publishing practices and authorship
7. Teaching
- a. One-on one teaching
 - b. Lecturing
 - c. Small group discussion
8. Volunteer/outreach
- a. Participating in professional and public service
9. Job Search skills
- a. Informational interviewing
 - b. Networking

This self-assessment survey is based on available literature and been constructed for use in the Department of Anesthesia.

At the end of this self-assessment survey, your strengths and areas of improvement will be self-evident. This will facilitate both you and your mentor in charting your Individual Development Plan for academic success