Knowledge and Intellectual Capacities

Knowledge in Area of Specialization | Creative Thinking | Problem Solving | Critical Thinking | Quantitative Literacy |Information Literacy

- Synthesize and critically evaluate scholarly literature and data to fill gaps in knowledge and make informed decisions.
- Integrate concepts and ideas from other disciplines into my area of research.
- Accurately interpret and analyze different forms of evidence for the purpose of constructing well-reasoned conclusions and predict implications.
- Draw sound evidence-based conclusions from their research, and the research of others, based on best practices that recognize scope for potential uncertainty arising from underlying assumptions, alternative interpretations, and gaps in knowledge.
- Evaluate, integrate, and apply appropriate information from various sources to create cohesive, persuasive and logical arguments and conclusions.
- Demonstrate mastery of theoretical, mathematical, numerical and experimental techniques needed for their research plan.
- Operate and maintain complex pieces of lab equipment or code, and help others achieve the same level of proficiency.

Research-Focused /Practice oriented

Foundations for Lifelong Learning | Application of Knowledge |Knowledge Creation   and Dissemination | Inquiry and Analysis

- Define a research question or issue in the field and devise a plan for investigating it using   appropriate approaches to inquiry.
- Frame appropriate questions to investigate critical issues in the field through advanced,   high quality and original independent research.
- Use appropriate research methodologies and critically evaluate scientific literature and   data to fill gaps in knowledge.
- Apply appropriate methodologies and frameworks to investigate practical problems in an   organization and produce a solution or solutions acceptable to the organization.
- Examine different approaches and models to be able to determine best practices (or high   impact practices) and establish actionable strategies.
- Conduct self-driven, independent research on an applied problem in the field, including an   evaluation of limitations as well as proposing promising avenues for future research.
- Conceptualize, design and implement research to generate new knowledge, learnings, and   understandings.

Leadership

Initiative and persistence | Nurturing self and others | Integrity and social   responsibility

- Involve key stakeholders to build and sustain consensus, resolve problems and make decisions in a collaborative process.
- Demonstrate leadership skills in working with peers and/or mentoring trainees in the   achievement of a specific task with specific boundaries.

Interpersonal Capacities

Collaboration | Oral and written communication

- Collaborate effectively and respectfully with peers and key stakeholders to enable knowledge exchange and productive engagement.
- Build knowledge collaboratively by: listening carefully and respectfully to others' viewpoints; articulating your own ideas and questions clearly; and situating your own ideas in relation to other voices, ideas and viewpoints.
- Clearly and confidently communicate information, ideas, research outcomes in an oral, written and visual format to a range of audiences
- Effectively communicate across settings, purposes, and audiences.

Personal Capacities

Self-management | Disposition to improve | Ethical reasoning | Respecting diverse ways of knowing.

- Employ intellectual independence to actively engage in continuing professional development and to adapt to changing social and professional contexts.
- Use appropriate guidelines and procedures for research ethics and academic integrity and articulate how these apply in a range of academic and non-academic contexts.
- Articulate personal strengths and identify areas for further development.
- Exercise self-awareness and self-regulation in decision-making, interacting with others, and adapting to changing circumstances.
- Employ ethical, responsible, reflexive and socially just modes of inquiry when investigating issues in a laboratory or research setting.
- Articulate limitations of your approach and identify potential contributions of other interpretations, methods, and disciplines.
- Organize time and exploit resources effectively.

Community Engagement

Civic engagement | Global learning | Intercultural competence

- Demonstrate an ability to link academic knowledge and research to political and social issues, locally and globally.
- Formulate approaches for engaging Indigenous community partners.
- Demonstrate the ability to reflect upon, learn from, cope emotionally with and operate efficiently in intercultural contexts.
- Communicate research results as appropriate, to target groups such as researchers in the same field, granting organizations, and the general public.
- Support and/or lead outreach efforts to engage the broader public in their research.

Career Goals

Aspirations | Skills | gaps

- What are your career goals after graduate school / post-doctoral research? (e.g. I want to become a professor; I want to work in a neurotech company; I want to become a teacher; etc)
- Which skills are required to be successful in this career?
- Make an inventory of the skills you already have with respect to your career goal requirements.
- What are the gaps in your knowledge / skill set? Which knowledge / skills do you need to acquire?
- Design a detailed learning plan on how to acquire these skills, e.g. courses, through your research, conferences, TA-ships, etc.

Note: you don't have to reply to all the above! This is for you! It should provide guidance for you to think about your career and your future in a constructive and creative way so maximize your chances of success!

Advice: come up with a prioritized list of attainable goals and a plan on how to reasonably achieve them!