

Skills Assessment for	Date:
Your feedback will help your mentee identify his/important step toward creating an Individual Dev	
Please provide numerical feedback, on a scale of 1 = highly deficient 5 = highly proficient	1-5, where:
This is a subjective self-assessment of your menter and knowledge areas, it will be most helpful if you just a few items as a "1" will help distinguish the s	u use the full range of scores (1-5). Ratio

and rating just a few items as a "5" will help discern the skills that he/she is best at.

Scientific Knowledge					
Broad based knowledge of science	1	2	3	4	5
Deep knowledge of mentee's specific research area:	1	2	3	4	5
Critical evaluation of scientific literature	1		3		
Research Skills					
Technical skills related to mentee's specific research area	1	2	3	4	5
Experimental design	1	2	3	4	5
Statistical analysis	1	2	3	4	5
Interpretation of data	1	2	3	4	5
Creativity/innovative thinking	1	2	3	4	5
Navigating the peer review process	1	2	3	4	5
Communication					
Basic writing and editing	1	2	3	4	5
Writing scientific publications	1	2	3	4	5
Writing grant proposals	1	2	3	4	5
Writing for nonscientists	1	2	3	4	5
Speaking clearly and effectively	1	2	3	4	5
Presenting research to scientists	1	2	3	4	5
Presenting to nonscientists	1	2	3	4	5
Teaching in a classroom setting	1	2	3	4	5
Training and mentoring individuals	1	2	3	4	5

1 2 3 4

1 2 3 4

5

Negotiating difficult conversations

Seeking advice from advisors and mentors



Professionalism					
Demonstrating workplace etiquette	1	2	3	4	5
Complying with rules and regulations	1	2	3	4	5
Upholding commitments and meeting deadlines	1	2	3	4	5
Maintaining positive relationships with colleagues	1	2	3	4	5
Contributing to discipline (e.g. member of professional society)	1	2	3	4	5
Contributing to institution (e.g. participate on committees)	1	2	3	4	5
Management and Leadership Skills					
Providing instruction and guidance	1	2	3	4	5
Providing constructive feedback	1	2	3	4	5
Dealing with conflict	1	2	3	4	5
Planning and organizing projects	1	2	3	4	5
Time management	1	2	3	4	5
Developing/managing budgets	1	2	3	4	5
Managing data and resources	1	2	3	4	5
Delegating responsibilities	1	2	3	4	5
Leading and motivating others	1	2	3	4	5
Creating vision and goals	1	2	3	4	5
Serving as a role model	1	2	3	4	5
Responsible Conduct of Research					
Careful recordkeeping practices	1	2	3	4	5
Understanding of data ownership/sharing issues	1	2	3	4	5
Demonstrating responsible authorship and publication practices	1	2	3	4	5
Demonstrating responsible conduct in human research	1	2	3	4	5
Demonstrating responsible conduct in animal research	1	2	3	4	5
Can identify and address research misconduct	1	2	3	4	5
Can identify and manage conflict of interest	1	2	3	4	5
Career Advancement					
How to maintain a professional network	1	2	3	4	5
How to identify career options	1	2	3	4	5
How to prepare application materials	1	2	3	4	5
How to interview	1	2	3	4	5
How to negotiate	1	2	3	4	5