

## Range of Postdoctoral Skill Development

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<b>Discipline Specific Knowledge</b>	Includes coursework, comprehensive preparation, attending seminars, academic progress to degree, etc.
<b>Research and Scholarship Skills</b>	Develop theories or questions, conceptualize research or scholarship, critical thinking, problem-solving, research or technical skills, etc.
<b>Grant Writing</b>	Identifying a problem statement, establishing a timeline, developing a proposal and budget, soliciting feedback, etc.
<b>Instructional Training and Teaching</b>	Ability to plan a course, implement activities, identifying and assessing learning outcomes, demonstrating teaching methods, awareness of non-traditional and inclusive classroom environments, etc.
<b>Publications</b>	Identifying publishing venues, getting feedback, participating in peer-review, submitting manuscripts for publication, etc.
<b>Responsible Conduct and Ethics</b>	Demonstration of ethical behavior and collegiality, awareness of health, safety, and legal requirements, use of animal and human subjects, adherence to principles of authorship, etc.
<b>Clinical or Applied Skills</b>	Demonstration of skills relevant to clinical practice, technical and applied skills, field work, etc.
<b>Management &amp; Leadership Development</b>	Setting goals, building inclusive teams, project and personnel management, budgeting, collaborations, giving/receiving feedback, problem-solving, decision-making, delegating, conflict management, etc.
<b>Communication Skills</b>	Writing, oral presentations, presentation skills, public speaking, interpersonal understanding, English language proficiency, etc.
<b>Career Exploration and Development</b>	Networking, skills/interests/values assessments, identifying transferable skills and career preferences, career exploration strategies, career-specific professional development, etc.
<b>Job Search Skills</b>	CV/resume writing, cover letters, informational and job interviews, job talks, elevator pitch, preparing teaching portfolio, etc.