FACULTY SELF-ASSESSMENT

USE THIS TOOL TO EVALUATE STRENGTHS AND WEAKNESSES/AREAS IN NEED OF IMPROVEMENT FOR YOUR CAREER DEVELOPMENT. IN EACH CATEGORY, YOU SHOULD USE THE FULL RANGE OF SCORES.

1 = NO IMPROVEMENT NECESSARY, EXCELLENT IN THIS AREA

2 = HAVE A LOT OF STRENGTHS BUT COULD USE A REFRESHER ON SPECIFIC ITEMS

3 = ADEQUATE, NEED FOR SPECIFIC TARGETED SKILL DEVELOPMENT

4 = HAVE ONLY A MINIMAL GRASP OF THIS SKILL, NEED FOR MENTORING AND GUIDANCE TO DEVELOP

5 = NO EXPERTISE OR EXPERIENCE IN THIS AREA, NEED SUBSTANTIAL TRAINING AND ASSISTANCE

Skills Category	Specific Skills	Self- Assessment				
Research Skills						
	Designing long-term research objectives and studies	1	2	3	4	5
	Analytical skills, including statistical analyses	1	2	3	4	5
	Problem-solving and trouble-shooting	1	2	3	4	5
	Creativity; recognizing and developing new research directions	1	2	3	4	5
	Developing and working in effective collaborations	1	2	3	4	5
	Data management	1	2	3	4	5
Teaching Skills						
	Envisioning and designing effective instruction/courses	1	2	3	4	5
	Aligning personal teaching with program goals	1	2	3	4	5
	Teaching in large or small groups	1	2	3	4	5
	Developing personal teaching skills	1	2	3	4	5
	Using educational technology	1	2	3	4	5
	Developing effective assessments of learning	1	2	3	4	5
	Mentoring students and postdoctoral fellows	1	2	3	4	5
Professional Skills						
	Grant writing and securing research funding	1	2	3	4	5
	Manuscript writing and submitting for publication	1	2	3	4	5
	Serving as a mentor or a mentee	1	2	3	4	5
	Oral presentation and other forms of communication	1	2	3	4	5
	Seeking scientific and professional advice	1	2	3	4	5
	Negotiating difficult conversations	1	2	3	4	5
	Talent recruiting, selection and management	1	2	3	4	5
	Conflict management and resolution	1	2	3	4	5
Leadership and Management Skills						

		1	2	3	4	5
	Leading and motivating others	1	2	3	4	5
	Evaluating and managing personnel	1	2	3	4	5
	Organizing and managing projects; setting and meeting timelines and deadlines	1	2	3	4	5
	Managing and motivating a research team	1	2	3	4	5
	Providing constructive feedback	1	2	3	4	5
	Budgeting and controlling expenditures	1	2	3	4	5
	Managing meetings for productive outcomes	1	2	3	4	5
	Anticipating problems	1	2	3	4	5
	Time management	1	2	3	4	5
	Working productively within complex organizations	1	2	3	4	5
	Dealing with and resolving conflict	1	2	3	4	5
	Delegating tasks	1	2	3	4	5
Interpersonal Skills						
	Getting along with others; being patient or asserting yourself	1	2	3	4	5
	Working in multidisciplinary teams of colleagues	1	2	3	4	5
	Communicating clearly in conversation	1	2	3	4	5
	Communicating clearly in writing	1	2	3	4	5
	Negotiating effectively	1	2	3	4	5
	Managing time effectively	1	2	3	4	5
	Networking	1	2	3	4	5
	Adapting to organizational change	1	2	3	4	5
Career planning						
	Capitalizing on strengths	1	2	3	4	5
	Planning for rank advancement and tenure	1	2	3	4	5
	Identifying best career options	1	2	3	4	5

REFLECT ON WHICH OF THE SKILLS RECEIVED SCORES OF 4 OR 5. IDENTIFY WHICH SKILLS WOULD BEST ASSIST YOU IN BECOMING MORE SUCCESSFUL AT THIS STAGE OF YOUR CAREER. IF THERE ARE NO GAPS IN A GIVEN CATEGORY WITH A SCORE OF 4-5, THEN CONSIDER THOSE WHICH RECEIVED A SCORE OF 3 OR 2.

- WHICH SKILLS WILL YOU MAKE YOUR HIGHEST PRIORITY FOR DEVELOPMENT?

- WHAT RESOURCES EXIST AT CSU THAT YOU COULD UTILIZE TO DEVELOP THESE SKILLS?

- WHAT ARE SOME ACTION ITEMS FOR DEVELOPING THE SKILLS YOU IDENTIFIED?