

LEAH DLA Hub Development Needs Analysis Form – New Students

Please only use this form to plan your responses. You should use the online platform to submit your development needs analysis form.

Your Details

Full name		Home institution	
Institutional email		Doctoral programme title	
Year of study		Mode of study	
Funding start date		Primary supervisor's name	
Primary supervisor's email			

Aspirations and Goals

There are a lot of development activities you can potentially engage with during the doctorate, and identifying where you want to be is the helpful first step that enables you to focus on your priorities.

If you are a returning student, it is quite normal if your aspirations and goals changed since you completed the DNA form last time.

Long-term aspirations • What does success look like for your doctoral journey? • Where do you want to be after your doctorate – academia, public sector, industry, or something else?
Short-term goals

Long-term aspirations are made up of many short-term goals. Reflecting on your aspirations above: what would you like to achieve within the next 12 months?

Try to limit your list to 2-4 goals to keep them focused.

Your development to-date

Everyone brings unique experience and skillsets to their doctorate. Identifying what you already know and have can be a validating experience, and it can help you plan your development more effectively. In this section, please reflect on the goals you identified above and think about your development in relation to the training and development topics of the LEAH DLA Hub.

For each topic, please choose the option that best describes your development to-date and future plans.

Development Topic	This topic is not a priority for my future development	I don't have much experience in this area, and it's a priority for my future development	I have some experience in this area, and it's a priority for my future development	I have already developed the knowledge and skills I need for this area.
Research methods and methodology				
Digital and technological capabilities				
Inter/trans/cross-interdisciplinarity				
Practice-led/Practice-based approaches				

Open and Responsible Research				
Decolonising approaches/epistemic justice				
EDI and research				
Communicating your research				
Knowledge exchange and public engagement				
Generating Impact				
Personal effectiveness				
Wellbeing				
Working with Others				
Careers and researcher identity				

Looking at the LEAH DLA Hub Training and Development Programme for this academic year:

- Do you see any gaps in the LEAH DLA Hub provision?
- Are there any training and development opportunities you need but cannot find?

Your development plan

Now that you have reflected on your answers to the questions in the previous sections, what are the concrete actions that you plan to undertake? Please document your plan using the table below.

In line with the [Researcher Development Concordat](#), we encourage you to engage in a minimum of 10 days of training and development per year (5 days if you are studying part-time).

Area for development	Link to your short-term goals	Development activities ¹	Source of activities ²	Success criteria ³	Timeline for completion ⁴

Notes:

1, **Development activities** are diverse and by no means limited to formal workshops or courses. Activities such as attending a conference, organising a reading group, engaging in public engagement activities, and many, many more, all contribute to your development.

2, For the **source of activities**, we encourage you to think about all the resources you have access to, including what is offered by your home institution, LEAH DLA Hub, and other doctoral training entities (if applicable).

3, Effective **success criteria** usually benefit from being SMART (Specific, Measurable, Achievable, Relevant, and Time-bound). You can find more details about this framework in [this blog post](#).

4, Instead of just having one deadline, setting a **timeline of completion** that factors in regular check in on progress can be a helpful way to break a big goal. Your supervisors can help you with establishing this timeline and supporting you with the check-ins to help you stay on track.

Declaration

I confirm that I have discussed with my supervisor my development needs and plan.