### Step 1: Self-Assessment (1-5; 1= needs improvement; 5=highly proficient)

1. Area of clinical expertise:
   - Specific knowledge
   - Specific technical skill

2. Professional/Research Skill Development
   - Search strategies and critical evaluation of literature
   - Problem solving
   - The scientific method
   - Analytical skills/data analysis and interpretation
   - Creativity/developing new research direction
   - Scientific publishing processes
   - Grant applications

3. Communication Skills
   - Writing for a lay audience
   - Writing for a discipline specific audience
   - Oral presentation for a lay audience
   - Oral presentation for a discipline specific audience
   - Multimedia communication and digital tools
   - Ability to give constructive feedback
   - Ability to receive constructive feedback
   - Conflict resolution, including difficult conversations

4. Professionalism
   - Workplace etiquette, performance standards
   - Respecting intellectual contribution of others
   - Demonstrating cultural competence
   - Getting along with others

5. Leadership and management skills
   - Inspiring and motivating others
   - Understanding mission, vision and strategy
   - Being a change agent
   - Coaching and developing others
   - Managing projects and time
   - Budgeting
   - Organizational skills
   - Setting goals and monitoring results
   - Working with diverse teams/groups

6. Responsible conduct of research
   - Demonstrating responsible conduct in research with humans
b. Identifying areas of conflict
   c. Understanding data ownership and sharing issues
   d. Demonstrate responsible publishing practices and authorship

7. Teaching
   a. One-on-one teaching
   b. Lecturing
   c. Small group discussion

8. Volunteer/outreach
   a. Participating in professional and public service

9. Job Search skills
   a. Informational interviewing
   b. Networking

This self-assessment survey is based on available literature and been constructed for use in the Department of Anesthesia.

At the end of this self-assessment survey, your strengths and areas of improvement will be self-evident. This will facilitate both you and your mentor in charting your Individual Development Plan for academic success.