

SELF-MANAGEMENT



1. Manage personal professional development

Take responsibility for lifelong learning and continuous professional development. Engage in learning to support and update professional competence and develop personal skills. Identify priority areas for professional development based on reflection about own practice and through contact with peers and stakeholders. Pursue a cycle of self-improvement and develop credible career plans.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
<ul style="list-style-type: none">• Actively seeks mentoring for career progression and employability development.• Maintains own records of achievements and experiences.• Develops personal skills and skills aligned with employers' requirements.	<ul style="list-style-type: none">• Initiates networks and relationships important to career development.• Actively pursues self and career improvement, and seeks others' advice on this.• Strategically develops both personal and career-oriented skills.	<ul style="list-style-type: none">• Coaches others in academic career development.• Uses networks to further the career of others.• Purposefully develops professional and personal skills for self and others.	<ul style="list-style-type: none">• Networks in support of the professional development of less experienced researchers at the department• Paves the road for successors and the continuation of research in priority areas.• Is known as a reference point in relation to expanding lifelong learning and continuous professional development.

2. Show entrepreneurial spirit

Demonstrate a proactive mindset and determination to achieve success in business or successfully create it.

<ul style="list-style-type: none">• Demonstrates initiative and seeks opportunities to create value with own research.• Understands the potential of commercialising academic research.	<ul style="list-style-type: none">• Actively and persistently pursues opportunities to create value with own research.• Takes calculated risks and performs iterations and tests to get feedback on new ideas.	<ul style="list-style-type: none">• Understands the process behind creating products and services greater than the sum of their parts.• Mobilises and engages others in entrepreneurial projects.	<ul style="list-style-type: none">• Enables entrepreneurial vision of others.• Proactively connects the dots between diverse research fields and new societal trends, needs, and challenges, and makes clear judgment calls about how this can be explored through entrepreneurial activities.
--	---	--	---

3. Plan self-organisation

Identify the necessary tasks and prioritise them in order to develop an individual schedule and perform the work in an autonomous way, ensuring that the requirements are met. Understand how to behave and work in a sustainable way, including from the environmental point of view, and be mindful of impact of own activities on the environment.

<ul style="list-style-type: none">• Manages time in own research projects effectively.• Works autonomously, but actively seeks guidance when necessary.• Is aware of how work-related activities affect the environment.	<ul style="list-style-type: none">• Establishes own time management systems.• Is forward thinking and adapts to unexpected changes.• Sustains a sustainable work/life balance.• Actively seeks out environmentally friendly alternatives for work-related activities.	<ul style="list-style-type: none">• Identifies synergies between projects to use own time efficiently and productively.• Manages several complex projects to time, in a sustainable way for self and others.• Always prioritises sustainable alternatives in projects and work-related activities.	<ul style="list-style-type: none">• Functions as a role model and a coach in questions about time management.• Is known for creating work environment with a sustainable work/life balance.• Applies sustainable practices that are considered as exemplary and which are inspirational and imitated by others.
--	--	--	---



4. Cope with pressure

Handle challenges, disruption, and change and recover from set-backs and adversity.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
<ul style="list-style-type: none">• Handles unfamiliar and uncomfortable situations with limited support and supervision.• Perseveres and moves forward in stressful and pressed situations with limited assistance.• Adapts to new cultural contexts.	<ul style="list-style-type: none">• Manages challenges and makes decisions under uncertainty.<ul style="list-style-type: none">- Endures setbacks and failures.- Demonstrates high tolerance for stress and pressure	<ul style="list-style-type: none">• Develops strategies for dealing with uncertainty and adversity.• Assists others in challenging and adverse situations.• Comfortably makes decisions based on limited information when necessary.	<ul style="list-style-type: none">• Is recognised as confident decision-maker in uncertain and adverse situations.• A well-known manager and advisor for those who are operating in uncertain situations and adverse contexts.