**CRIS Out-Back Programme Personalized Career Development Plan Self-Assessment Form**

**Name of the fellow:**

**Outgoing Supervisor`s name:**

**Outgoing Supervisor´s Institution:**

**Return Supervisor`s name:**

**Return Supervisor`s institution:**

**Important note: Candidates should complete this document with special emphasis not on previous achievements and experiences, but on their future prospects.**

1. **Major accomplishments expected during the development of the project (half page maximum):**
2. **Short-term objectives (1-2 years):**
3. **Research results**
   1. Anticipated publications:
   2. Anticipated conference, workshop attendance, courses, and /or seminar presentations:
4. **Research Skills and techniques**:
   1. Training in specific new areas, or technical expertise etc:
5. **Research management:**
   1. Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)
   2. Is the candidate supervising or in charge of a student or technician? Description of the experience, both its positive and negative points.
   3. Is the candidate in charge of any organizational function of the laboratory?
   4. Description of the experience, both its positive and negative points
6. **Communication skills:**
   1. How often does the candidate share results with other members of the group? Is the candidate capable of efficiently communicating his results, doubts and objectives? What points could be improved?
   2. Has the candidate presented his/her results at conferences or workshops? What sort of presentation has he made? Which were the positive and negative points of this experience?
7. **Other professional training (course work, teaching activity):**
   1. Has the candidate taken any additional training courses? What kind of training? How does the candidate feel that this training has contributed to his/her professional development?
   2. Has the candidate carried out any kind of training activity, such as classes, lectures to students, practical sessions, etc.? What has been his/her experience? What points could be reinforced?
8. **Anticipated networking opportunities**
   1. Has the candidate made any professional contacts that may contribute to his/her professional development? In what way?
   2. What kind of professional contact does the candidate think could be of interest to him/her in order to advance his/her career?
9. **Other activities (community, etc) with professional relevance:**
   1. Has the candidate made any communication of his/her results or on science topics to the general public? What kind of communication? What has been his/her experience? What points could be reinforced?
   2. Has the candidate carried out any other type of activity that could contribute to his/her professional development? In what way? Would the candidate need additional training in this field?
10. **Long-term career objectives (over 5 years):**
11. **Goals:**
12. What further research activity or additional training is needed to obtain these goals?
13. Which additional knowledge could be useful to complete the project?
14. Is there any technique that the candidate does not master that could be important in the development of the project?