

- ① 目標設定： 10年後の目標（ビジョン）／中長期計画
- ② 研究計画： 共同研究者候補／ネットワーク構築計画
- ③ 資金計画： 保有資金の活用計画／資金獲得計画
- ④ トランスファラブルスキル： 養成すべき能力の認識

①を達成するための具体的な計画

- ① Objective Setting: Future Goal/s (Vision), Long/Short-Term Plan/s
- ② Research Plan/s: Potential Partners, Team Building Plan
- ③ Financial Plan/s: Financial Management, Funding Resources/Plan
- ④ Transferrable Skills: Skills/Competencies to improve

Specific plans to make ① possible

①

## Individual Development Plan

**[Future Goal/s]** What is the vision of your research for the next 10 years (and beyond), in order to help you establish your pathway to become a world-class researcher?

**[Long-Term Action Plan/s]** Write down the 5-year milestones you are aiming to accomplish, in order to achieve the aforementioned Future Goal/s?

**[Short-Term Action Plan/s]** What is/are your short-term plan/s for the next 12 to 24 months to achieve the 5-year milestones listed above?

②

## Research Plan/s in line with the HIRAKU-Global Program

**[Potential Partner/s]** Please list the potential partner/s you are planning to conduct international collaboration with for the coming 12 to 24 months. If you have not established any plans yet, please state as such.

**[Team Building Plan]** How are you planning to build your research team with the above listed potential partner/s to achieve your future action plans?

③

## Financial Plan/s within the HIRAKU-Global Program

**[Financial Management Plan/s]** How are you planning to use your start-up funds and international collaboration/research abroad related funds, which are to be provided by the HIRAKU-Global Program, to deliver upon your plans listed above?

**[Funding Resources]** Please list all the financial resources currently available for use by you (Grants, Start-up Funds, etc.).

**[Funding Plan]** Please list the funding opportunities you are planning to apply for in the coming 12 to 24 months.

④

## Personal Development

You have already explained above about your vision for research in the coming years. Here we ask you to perform a self-analysis. This will help you to better understand your current stage of development. It will also help you to realize what competences you think you need to develop in order to attain your vision. The HIRAKU-Global will take this feedback into consideration when setting up development activities to assist you.

**[Strong competences]** What do you consider to be your strongest competences?

**[Competences to improve]** Please describe which competences you think you need to develop to advance in your career.

### Expand

- |   |  |
|---|--|
| <input type="checkbox"/> Visibility<br><i>Learn about a variety of ways to enhance your research visibility (e.g., social networks, conferences, personal webpage).</i> | <input type="checkbox"/> Networking<br><i>Learn how to establish international research connections.</i> |
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### Lead

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|---|--|
| <input type="checkbox"/> Leadership and management<br><i>Learn how to take a leadership role and how to manage a project.</i> | <input type="checkbox"/> Mentoring and supervision<br><i>Learn how to coach, advise, and enable other researchers to develop under your supervision.</i> |
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### Express

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| <input type="checkbox"/> Publishing in international journals<br><i>Optimize the chances of landing a manuscript in an impactful journal in your research field.</i> | <input type="checkbox"/> Presentation and communication skills<br><i>Improving your presentation and communication skills.</i> |
| <input type="checkbox"/> English language and expression<br><i>Improving your English language skills as to be effective in research exchanges.</i>                  |  |

### Personal

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|--|--|
| <input type="checkbox"/> Self-management<br><i>Learn how to plan and manage time and effort.</i> | <input type="checkbox"/> Work-life balance<br><i>Learn how to balance between work and personal life to achieve both success and well-being.</i> |
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### Basics

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| <input type="checkbox"/> Literature search and management<br><i>Learn about literature searching, bibliography resources, and reference managers.</i>                          | <input type="checkbox"/> Statistics and data literacy<br><i>Learn how to properly read, interpret, and report statistical results in your work.</i>      |
| <input type="checkbox"/> Research Integrity<br><i>Learn about specific and practical aspects related to research integrity, for example: Authorship, copyright, ownership.</i> | <input type="checkbox"/> Grant application<br><i>Learn about successful grant applications, from initial concept through writing the grant proposal.</i> |

**[Suggestions]** What other skills or competences (if any) beyond those mentioned above would you like to have included in your personal development plan?