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| Range of Graduate Student Skill Development | Elements of Skill Development |
| **Discipline-Specific Knowledge** | Includes coursework, comprehensive preparation, attending seminars, academic progress to degree, etc. |
| **Research and Scholarship Skills** | Develop theories or questions, conceptualize research or scholarship, critical thinking, problem-solving, research or technical skills, etc. |
| **Dissertation Writing** | Narrowing a topic, developing a proposal, establishing a timeline, use of writing groups, getting feedback, progress towards degree, etc. |
| **Instructional Training and Teaching** | Ability to plan a course, implement activities, identifying and assessing learning outcomes, demonstrating teaching methods, awareness of non-traditional and inclusive classroom environments, etc. |
| **Publications** | Identifying publishing venues, responding to post-review feedback, participating in peer review, submitting manuscripts for publication, etc. |
| **Responsible Conduct and Ethics** | Demonstration of ethical behavior and collegiality, awareness of health, safety, and legal requirements, use of animal and human subjects, adherance to principles of authorship, etc. |
| **Grant and Fellowship Writing** | Training in developing proposals and applications for external funding, identifying appropriate funding agencies, seeking feedback, experience in peer review, etc. |
| **Clinical or Applied Skills** | Demonstration of skills relevant to clinical practice, use of applied skills, field work, etc. |
| **Management & Leadership Skills** | Setting goals, building inclusive teams, project and personnel management, budgeting, collaborations, giving/receiving feedback, problem-solving, decision-making, delegating, conflict management, etc. |
| **Communication Skills** | Written communication, oral presentations, general presentation skills, public speaking, interpersonal relations and understanding, English language proficiency, etc. |
| **Career Exploration and Development** | Networking, skills/interests/values assessments, identifying transferable skills and career preferences, career exploration strategies, career-specific professional development, etc. |
| **Job Search Skills** | CV/resume writing, cover letters, informational and job interviews, job talks, elevator pitch, preparing teaching portfolio, etc. |