

Realising Researcher Potential Introducing the CNA Confidence Needs Analysis

Davina Whitnall

82%



Confidence needs are misdiagnosed as Training Needs

89%



Believe Training does improve **confidence**

100%



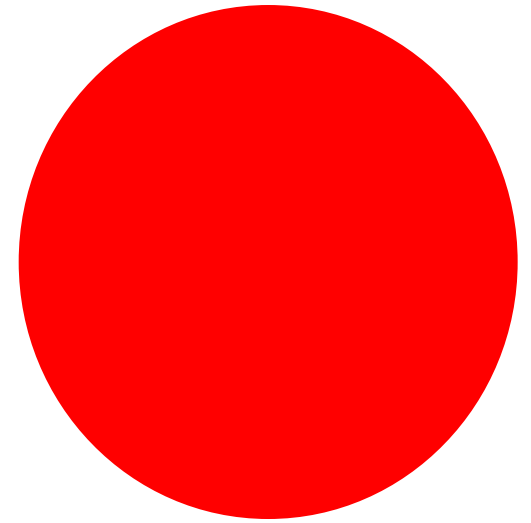
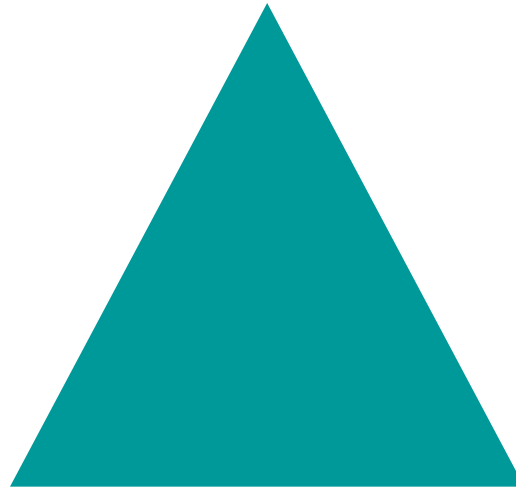
Believe experience builds **confidence**

100%



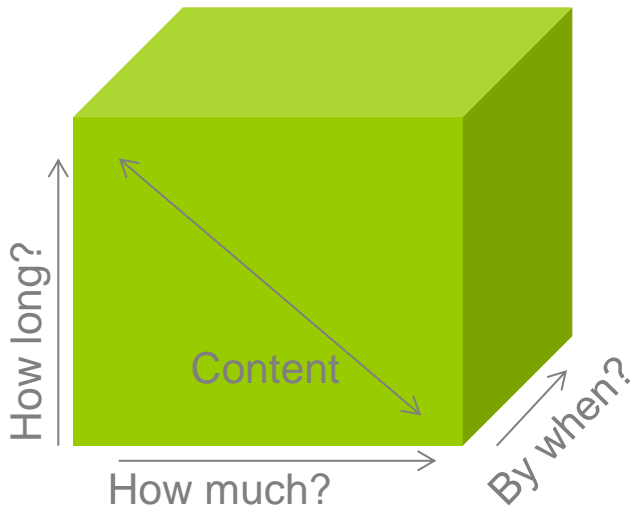
Talking to others builds **confidence**

Shaping Confidence



3 ways to build confidence

The Competency Cube



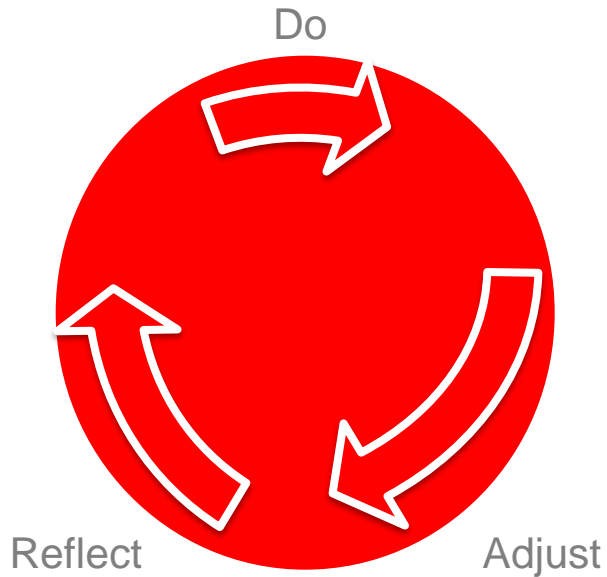
- Be clear on what needs to be achieved
- Accurately identify the training need (TNA)
- Consider the limitations and restraints

Training Triangle



- Training can build confidence
- Provide a range of access opportunities (supported – self directed)
- Focus on behaviour to enable researchers to ‘feel’ confident

Capability Cycle

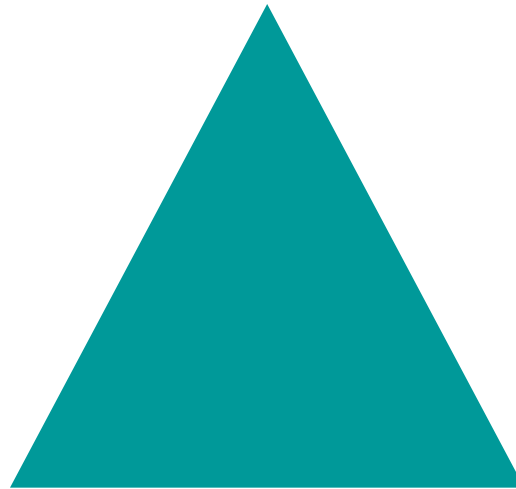


- Reflective practice
- Opportunity to practice
- Adjust behaviour and approach for next time
- Learn and apply

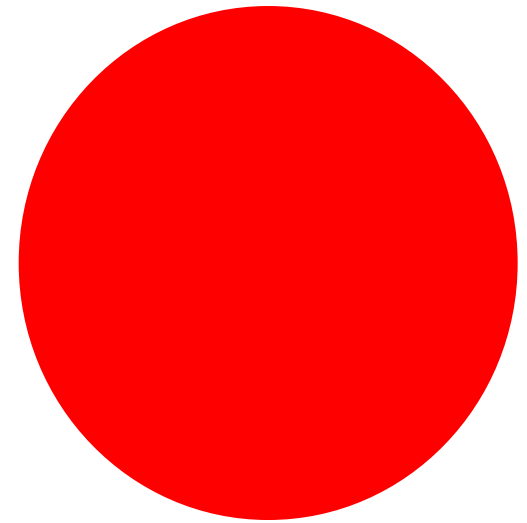
Shaping Confidence



Training Need
Identified



Training
Activity



Opportunity

Focus on Confidence

- How to identify it?
- How to measure it?
- How to build it?
- How to recognise success?

Confidence Opportunities	How to Identify?	How to Measure?	How to build?	How to recognise Success?
Training Needs Assessment	Ratings – focus on ‘feel’ rather than fact	Revisit & reflect	Include aspirational milestones	Reflection against aspirational milestones
Training Activities	Group and team discussions	Participation & attendance	Immediate follow-up opportunities to practice	Seeking own development opportunities
Researcher-led	Level of participation	Repeat activity	Self directed	Recruiting others

What do researchers say about it?

‘Talking to other people was invaluable. Sometimes you can feel alone in your problems and in a bit of a rut but talking to others having the same problems and them finding your work interesting is a really good boost and motivates you’

What do researchers say about it?

‘Demonstrating with undergraduate students to push our communication, conversational and teaching skills’

What do researchers say about it?

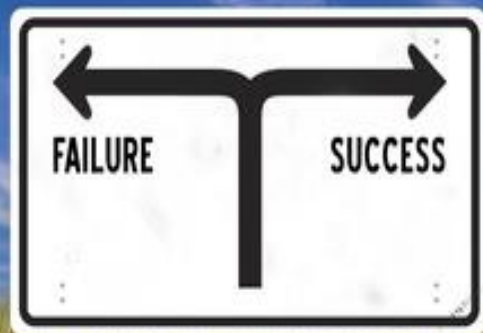
‘I think having opportunities to present my work was the most useful thing because not only does it help build confidence but also makes you think more about your work’

More of.....

‘I think more emphasis could be put on public engagement opportunities so that people know when and where they are and can get involved.’

More of.....

‘More social-based work with fellow postgraduate students to build up associations and camaraderie.’



FAILURE

SUCCESS

Activity

CAN you CNA? Design a CNA

CAN you CNA? Design a CNA

Theme:

1 =

2 =

3 =

4 =

Example	1	2	3	4

Activity

Competence vs. Confidence

Competence vs. Confidence

Competence 1a.	Confidence 1b.	Barriers 2.	Take Forward 3. 1. Not likely – 4. Definitely A. Easy to do – D. Difficult