

Developmental Conversations

4D Goal Setting – An illustrative example

Discover my potential

This goal enables us to discover our personal potential by learning new skills and involves trying something we haven't tried before. We may feel uncomfortable about getting it right first time, and we are not expected to. If we are aiming for a next job move, we might want to look at that job's skill's requirements, alongside UCL's career frameworks and identify an activity or project that can help us close a current skill or knowledge gap. Equally, the Discover goal can help us perform our current role even better, for example learning and applying new technologies, methodologies, systems or approaches to the work that we do. The Discover goal is designed for us to experience something new and outside of our comfort zone that is relevant to our career path or job requirements.

Goal x 1	<p>I want to become an Open Science/Open Scholarship practitioner because this is good for research and good for my career development. I plan to share my publications and my research data with a global community and I want to use my engagement with Open Science/Scholarship in appraisal and promotion procedures in UCL. I'd like to achieve this in the next 12 months.</p> <p>Follow-up questions to make this more purposeful:</p> <ul style="list-style-type: none"> • Can we define the global community you would be targeting? • Who would you need to work with to connect this to appraisals and promotion procedures?
Reality	<p>There is pressure to publish in high impact factor journals, which makes it a very competitive activity to pass peer review; and the custom of sharing research data is not at all well-established – a tragedy in the current covid-19 landscape. UCL has all the infrastructure for me to achieve this goal. There does need to be more training and guidance on how to shape a narrative around Open Science/ Scholarship activity for appraisal and job promotions/appointments.</p> <p>Follow-up questions to make this more purposeful:</p> <ul style="list-style-type: none"> • What's getting in the way of shifting this culture of journal impact factors? • What aren't you doing that you could be doing to shift this culture?
Options	<p>I can record all my publications in RPS and ensure that a version of the article is immediately uploaded or available as an OA output in UCL Discovery. And I should use Open Science principles – like sharing, openness, transparency/reproducibility in my CV and appraisal documents. I can also support some staff engagements on this to demonstrate the value of open sciences.</p> <p>Follow-up questions to make this more purposeful:</p> <ul style="list-style-type: none"> • Of these ideas, what can you practically put in place to get the best result? • Have you tried anything like this before? • What will be different in your approach this year?
Way forward	<p>The place to start would be working with RPS – Research Publications Service, to systematically keep my publications up-to-date; to talk to the UCL OA Team to ensure that all my texts are available in UCL Discovery; and that my IRIS profile is current. I will collaborate with the UCL OA team if I get into any difficulties.</p> <p>Follow-up questions to make this more purposeful:</p> <ul style="list-style-type: none"> • How (and when) might we evaluate the impact of this goal?