

Appraisal interview – assessing the current situation with doctoral students and postdocs

Research activities (and dissertation)

<i>Self-reflection by the student/postdoc:</i>	<i>Feedback from the professor:</i>
What are the key findings so far from my research work? What progress have I made (since the last appraisal interview)? Where have difficulties arisen and how have I dealt with them? What problems (in terms of content, methodology or cooperation) still need to be resolved? What findings have I presented and in what form (lectures, submitted articles, posters, etc.)?	How would I assess the student/postdoc's performance with regard to research activities? in terms of conceptual development/theory in terms of procedures/methodology in terms of presenting findings in terms of personal working method In which areas has the student/postdoc not yet met my expectations?
<i>Interim outcome and agreements:</i> Assessment of performance with regard to research activities: Targets and areas to focus on before the next appraisal interview:	

Teaching and infrastructural activities

<i>Self-reflection by the student/postdoc:</i>	<i>Feedback from the professor:</i>
What are my main achievements in terms of teaching and infrastructural activities? Where have difficulties arisen and how have I dealt with them? What problems still need to be resolved?	How would I assess the student/postdoc's performance with regard to teaching and infrastructural activities? In which areas has the student not yet met my expectations?
<i>Interim outcome and agreements:</i> Assessment of performance with regard to teaching and infrastructural activities: Targets and areas to focus on before the next appraisal interview:	

Career and development steps

<i>Self-reflection by the student/postdoc:</i>	<i>Feedback from the professor:</i>
What are my longer-term career aspirations? What steps would I like to take over the coming year to further my professional development? In what ways am I equipped to achieve these career goals? What do I still need to work on?	What specific career development steps do I see here? What specific support measures am I helping with and in what way?
<i>Interim outcome and agreements:</i> Support measures to be taken before the next appraisal interview:	

Cooperation

<i>Concerns of the student/postdoc:</i>	<i>Concerns of the professor:</i>
Expectations regarding cooperation Expectations and questions relating to supervision (and/or doctoral Studies) Unresolved questions regarding employment	Expectations regarding cooperation Expectations relating to supervision (and/or doctoral studies)
<i>Agreements:</i> Mutual expectations regarding cooperation and dissertation supervision:	