Individual Development Plan

for

Personal Information

Title:
Institution:

IDP last modified: 6/13/2018

Career Plans Summary

Plan A

Long Term Goal: Science Policy Consultant
Short Term Goal: PhD

Plan B

Long Term Goal: Professor
Short Term Goal: PhD

SMART Goal Summary

Note: goals after 12 months from now are not shown.

June, 2018

- Finish this summer with publishable work [daily]
- Learn QGIS [weekly]
- Read scientific literature on your own time [weekly]
- Learn R Statistics program
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people

July, 2018

- Finish this summer with publishable work [daily]
- Learn QGIS [weekly]
- Read scientific literature on your own time [weekly]
- Learn R Statistics program
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Attend Science Saturday at the Hudson River Park Trust

August, 2018

- Finish this summer with publishable work [daily]
- Learn QGIS [weekly]
- Read scientific literature on your own time [weekly]
- Learn R Statistics program
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Present my work from this summer at a conference next semester

- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Sign up for mock interviews next semester [monthly]
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

September, 2018

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Present my work from this summer at a conference next semester
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Sign up for mock interviews next semester [monthly]
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]
- Volunteer sorting trash at concert venue

October, 2018

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Present my work from this summer at a conference next semester
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Sign up for mock interviews next semester [monthly]
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

November, 2018

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Present my work from this summer at a conference next semester
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Sign up for mock interviews next semester [monthly]
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

December, 2018

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Present my work from this summer at a conference next semester
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Sign up for mock interviews next semester [monthly]
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]
- Join Triple Beta, biology honors society

January, 2019

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

February, 2019

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

March, 2019

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]

April, 2019

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]
- Begin working with Dr. Thomas surveying bats [weekly]

May, 2019

- Read scientific literature on your own time [weekly]
- Plan a conference for the Scientific Journal at my school
- Become better at organizing and leading other people
- Secure an Internship
- Network with nonprofit organization, Sustain Charlotte [monthly]
- Take Scientific Writing class next semester
- Volunteer with the Carolina Raptor Center [weekly]
- Take Statistics class next semester [daily]
- Begin working with Dr. Thomas surveying bats [weekly]

June, 2019

- Volunteer with the Carolina Raptor Center [weekly]
- Begin working with Dr. Thomas surveying bats [weekly]

Self Assessment Summary

Strong Skills

- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Serving as a role model
- Can identify and address research misconduct
- Can identify and manage conflict of interest
- How to maintain a professional network
- How to identify career options

Weak Skills

- Broad based knowledge of science
- Statistical analysis
- Navigating the peer review process
- Writing scientific publications
- Writing grant proposals
- Teaching in a classroom setting
- Technical skills related to my specific research area

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing position papers or policy papers
- Reading papers in your field
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Work-related travel

Activities To Avoid

- Giving presentations about science
- Building new devices or developing/refining techniques
- Performing research with human subjects
- Teaching in a classroom setting
- Developing curricula
- Speaking about science to non-scientists
- Analyzing financial data or budgets

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups
- Congenial Atmosphere: work with friendly colleagues
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Work/Life Balance: balance time spent at work and time spent doing other activities
- Exercise Competence: take advantage of my strongest talents and skills on a regular basis
- Learn New Things: be challenged to learn new skills or knowledge on a regular basis
- High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

Self Assessment Summary Tables

Skills Summary

1 *Highly deficient*	2	3	4	5 *Highly proficient*
• Broad based knowledge of science • Statistical analysis • Navigating the peer review process • Writing scientific publications • Writing grant proposals • Teaching in a classroom setting • Technical skills related to my specific research area	• Critical evaluation of scientific literature • Experimental design • Interpretation of data • Speaking clearly and effectively • Presenting research to scientists • Negotiating difficult conversations • Developing/managing budgets • Delegating responsibilities • Careful recordkeeping practices • How to interview • How to negotiate • Deep knowledge of my specific research area	• Creativity/innovative thinking • Presenting to nonscientists • Training and mentoring individuals • Providing instruction and guidance • Providing constructive feedback • Dealing with conflict • Planning and organizing projects • Time management • Managing data and resources • Demonstrating responsible authorship and publication practices	• Basic writing and editing • Writing for nonscientists • Seeking advice from advisors and mentors • Leading and motivating others • Creating vision and goals • Understanding of data ownership/sharing issues • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • How to prepare application materials	• Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Serving as a role model • Can identify and address research misconduct • Can identify and manage conflict of interest • How to maintain a professional network • How to identify career options

Interests Summary

1 *I would like to never do this in my career*	2	3	4	5 *I would like to do this often in my career*
• Giving presentations about science	• Creating presentations • Performing research with	• Writing grant proposals • Writing project reports or other	• Writing scientific manuscripts	• Designing experiments • Performing experiments

• Building new devices or developing/refining techniques • Performing research with human subjects • Teaching in a classroom setting • Developing curricula • Speaking about science to non-scientists • Analyzing financial data or budgets	animal subjects • Working in a team • Organizing things, creating systems in the workplace • Planning or organizing events	business-related correspondence • Representing data in figures/illustrations • Discussing science with others • Attending conferences or scientific meetings • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Mentoring or teaching one-on-one • Negotiating agreements • Assessing business trends and strategies, entrepreneurial ideas • Leading or supervising others	• Learning how to use new equipment or techniques • Writing about science to non-scientists • Developing collaborations • Serving on committees • Networking with others	• Analyzing experimental results • Planning new scientific projects or developing new research directions • Writing position papers or policy papers • Reading papers in your field • Learning about other fields • Thinking about science • Keeping up with current events in science • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Work-related travel

Values Summary

1 *Unimportant*	2	3	4	5 *Essential*
• Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Status and Prestige: work in a position or organization which carries respect with my friends,	• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Make Decisions: have authority to decide courses of action, policies, etc. • Fast Pace: work in a busy atmosphere with frequent deadlines • Supervision: be directly responsible for work done by others • Recognition: be recognized or	• People Contact: have day-to-day contact with clients or colleagues • Teamwork: work in collaboration with others as part of a team • Predictability: have job duties that are similar day-to-day • Variety: have job duties that	• Friendships: Develop close personal relationships with people at work • Influence People: be in a position to change attitudes or opinions of other people • Work Alone: work on projects by myself, with little contact with others • Independence: work with little	• Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues • Aesthetics: appreciate the beauty of things and

family or colleagues	appreciated for the quality of my work • Physically Challenging: have a job that requires high physical demands • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.	change frequently • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • Location: live in a place which is conducive to my lifestyle • Professional Development: have a job with opportunities for growth or promotions	direction from others • Intellectual Challenge: perform work that is intellectually stimulating • Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • Expert Status: be acknowledged as an expert in a given field • Creativity: originate and develop new ideas • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • Flexible Schedule: have some choice over the hours or days that I work • Job Tranquility: work in a low pressure environment	ideas that I work with • Work/Life Balance: balance time spent at work and time spent doing other activities • Exercise Competence: take advantage of my strongest talents and skills on a regular basis • Learn New Things: be challenged to learn new skills or knowledge on a regular basis • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Name: Learn QGIS
Frequency: weekly
Start date: 6/14/2018
End date: 8/24/2018
Accountability: Set a reminder in my phone to plan a time to work on this one day per week
Completed: No

Name: Secure an Internship
Frequency:
Start date: 8/25/2018
End date: 5/3/2019
Accountability: I am taking an internship class next semester that will hold me accountable
Completed: No

Name: Network with nonprofit organization, Sustain Charlotte
Frequency: monthly
Start date: 8/25/2018
End date: 5/3/2019
Accountability: I will have the President of our Sustainability club check in on me
Completed: No

Skills Development Goals

Broad based knowledge of science

Name: Read scientific literature on your own time
Frequency: weekly
Start date: 6/14/2018
End date: 5/3/2019
Accountability: Start a network of students who read scientific literature together, similar to a book club
Completed: No

Critical evaluation of scientific literature

Name: Take Scientific Writing class next semester
Frequency:
Start date: 8/25/2018
End date: 5/3/2019
Accountability: Attendance policies will keep me accountable for going to class
Completed: No

Statistical analysis

Name: Take Statistics class next semester
Frequency: daily
Start date: 8/27/2018
End date: 5/3/2019
Accountability: Attendance policies will keep me accountable for going to class
Completed: No

Name: Learn R Statistics program
Frequency:
Start date: 6/14/2018

End date: 8/24/2018
Accountability: Set a reminder in my phone to plan a time to work on this one day per week
Completed: No

Writing scientific publications

Name: Finish this summer with publishable work
Frequency: daily
Start date: 6/5/2018
End date: 8/11/2018
Accountability: My peers and mentor, Dr. Branco
Completed: No

Presenting research to scientists

Name: Present my work from this summer at a conference next semester
Frequency:
Start date: 8/24/2018
End date: 12/14/2018
Accountability: I will have to Dr. Branco if it is alright to present my work first
Completed: No

Presenting to nonscientists

Name: Attend Science Saturday at the Hudson River Park Trust
Frequency:
Start date: 7/21/2018
End date: 7/21/2018
Accountability: I will commit to that time with the HRPT
Completed: No

Planning and organizing projects

Name: Plan a conference for the Scientific Journal at my school
Frequency:
Start date: 6/14/2018
End date: 5/3/2019
Accountability: My biology professor at school, Dr. Weir will keep me accountable
Completed: No

How to interview

Name: Sign up for mock interviews next semester
Frequency: monthly
Start date: 8/25/2018
End date: 12/14/2018
Accountability: I will communicate this to a professor at Queens who is teaching the internship class that I am taking
Completed: No

Project Completion Goals

Name: Volunteer with the Carolina Raptor Center
Frequency: weekly
Start date: 8/25/2018
End date: 8/24/2019
Accountability: Once you sign up, attendance every week is necessary
Completed: No

Name: Begin working with Dr. Thomas surveying bats
Frequency: weekly
Start date: 4/5/2019
End date: 9/14/2019
Accountability: Dr. Thomas will schedule days where I will go with him to survey bats
Completed: No

Name: Join Triple Beta, biology honors society
Frequency:
Start date: 12/8/2018
End date: 12/8/2018
Accountability: Keep my grades high enough to be eligable
Completed: No

Name: Volunteer sorting trash at concert venue
Frequency:
Start date: 9/8/2018
End date: 9/29/2018
Accountability: Sustainability Club executive team will hold each other accountable
Completed: No

Name: Become better at organizing and leading other people
Frequency:
Start date: 6/14/2018
End date: 5/4/2019
Accountability: Being Vice President of Sustainability Club
Completed: No

Mentoring Summary

Mentor	Role
Dr. Branco	Helping me with a research project this summer from start to finish
Dr. Thomas	Will hopefully be doing research with him in the next year. He will help me learn more about experimental design and other factors in research
Dr. Weir	A very helpful biology professor who will help me achieve my career goals and keep me accountable