Individual Development Plan
for
Ana Remis

Personal Information

Title: student
Institution: The New School

IDP last modified: 6/13/2018

Career Plans Summary

Plan A

Long Term Goal: Science education through visualizations, curriculum design
Short Term Goal: Graduate from Undergraduate, have TA experience

Plan B

Long Term Goal: Lab Technician - running experiments, field work,
Short Term Goal: Master's degree

Self Assessment Summary

Strong Skills

- Creativity/innovative thinking
- Basic writing and editing
- Writing grant proposals
- Writing for nonscientists
- Speaking clearly and effectively
- Presenting research to scientists
- Presenting to nonscientists
- Teaching in a classroom setting
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Providing instruction and guidance
- Providing constructive feedback
- Dealing with conflict
- Planning and organizing projects
- Time management
- Creating vision and goals
- Serving as a role model

Weak Skills

- Navigating the peer review process

Top Interests

- Creating presentations
- Representing data in figures/illustrations
- Giving presentations about science
- Learning about other fields
- Keeping up with current events in science
- Discussing science with others
- Attending conferences or scientific meetings
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)

- Performing research with animal subjects
- Developing curricula
- Speaking about science to non-scientists
- Work-related travel
- Organizing things, creating systems in the workplace

Activities To Avoid

- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas
- Planning or organizing events

Top Values

- Help Society: contribute to betterment of world
- Friendships: Develop close personal relationships with people at work
- Make Decisions: have authority to decide courses of action, policies, etc.
- Independence: work with little direction from others
- Expert Status: be acknowledged as an expert in a given field
- Creativity: originate and develop new ideas
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Location: live in a place which is conducive to my lifestyle
- Flexible Schedule: have some choice over the hours or days that I work
- Work/Life Balance: balance time spent at work and time spent doing other activities
- Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.

Self Assessment Summary Tables

Skills Summary

1	2	3	4	5

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

		• Demonstrating responsible conduct in human research • Can identify and address research misconduct • Can identify and manage conflict of interest • How to identify career options • Technical skills related to my specific research area		feedback • Dealing with conflict • Planning and organizing projects • Time management • Creating vision and goals • Serving as a role model

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*
• Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Analyzing financial data	• Performing research with human subjects • Negotiating agreements • Serving on committees • Leading or supervising	• Designing experiments • Writing grant proposals • Writing project reports or other business-related correspondence	• Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions	• Creating presentations • Representing data in figures/illustrations • Giving presentations about science • Learning about other fields

or budgets • Assessing business trends and strategies, entrepreneurial ideas • Planning or organizing events	others	• Mentoring or teaching one-on-one • Working in a team • Networking with others	• Writing scientific manuscripts • Writing position papers or policy papers • Reading papers in your field • Thinking about science • Learning how to use new equipment or techniques • Building new devices or developing/refining techniques • Teaching in a classroom setting • Writing about science to non-scientists • Developing collaborations	• Keeping up with current events in science • Discussing science with others • Attending conferences or scientific meetings • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Performing research with animal subjects • Developing curricula • Speaking about science to non-scientists • Work-related travel • Organizing things, creating systems in the workplace

Values Summary

1 *Unimportant*	2	3	4	5 *Essential*

• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Fast Pace: work in a busy atmosphere with frequent deadlines • Supervision: be directly responsible for work done by others • Not Physically Challenging: have a job that does not require high physical demands • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job	• People Contact: have day-to-day contact with clients or colleagues • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • 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	• Teamwork: work in collaboration with others as part of a team • 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 • Variety: have job duties that change frequently • Recognition: be recognized or appreciated for the quality of my work • Professional Development: have a job with opportunities	• Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues • Intellectual Challenge: perform work that is intellectually stimulating • Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • Predictability: have job duties that are similar day-to-day • Job Security: be assured of keeping my job and salary • Benefits Available: have	• Help Society: contribute to betterment of world • Friendships: Develop close personal relationships with people at work • Make Decisions: have authority to decide courses of action, policies, etc. • Independence: work with little direction from others • Expert Status: be acknowledged as an expert in a given field • Creativity: originate and develop new ideas • Aesthetics: appreciate the beauty of things and

	which carries respect with my friends, family or colleagues	for growth or promotions • Learn New Things: be challenged to learn new skills or knowledge on a regular basis	health, retirement, tuition reimbursements, etc. • Physically Challenging: have a job that requires high physical demands • Job Tranquility: work in a low pressure environment • Exercise Competence: take advantage of my strongest talents and skills on a regular basis	ideas that I work with • Location: live in a place which is conducive to my lifestyle • Flexible Schedule: have some choice over the hours or days that I work • Work/Life Balance: balance time spent at work and time spent doing other activities • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Name: Construct a website
Frequency:
Start date:
End date:
Accountability: By knowing the total number of projects I wish to have up on the site I can count down/ cross off the projects from my list
Completed: No

Skills Development Goals

Broad based knowledge of science

Name: Continue reading and watching educational content
Frequency: weekly
Start date: 6/13/2018
End date: 6/12/2019

Accountability:　spend two hours weekly watching educational content (iBiology, khanacademy, TED talks)
Completed:　No

Experimental design

Name:　Read more scientific papers
Frequency:　weekly
Start date:　6/13/2018
End date:　8/13/2018
Accountability:　by reading two papers a week and journaling about them
Completed:　No

Mentoring Summary