

Individual Development Plan

for

Personal Information

Title:

Institution:

IDP last modified: 6/10/2019

Career Plans Summary

Plan A

Long Term Goal: Work to establish environmental/education policy in the US

Short Term Goal: More experience with government, classes in that, public policy

Plan B

Long Term Goal: Astronaut

Short Term Goal: Not sure, learn about astronomy

SMART Goal Summary

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

June, 2019

- Complete research project
- Learn idea of grant writing
- Learn R [weekly]
- Learn about education policy

July, 2019

- Complete research project
- Learn idea of grant writing
- Learn R [weekly]
- Learn about education policy

August, 2019

- Complete research project
- Learn idea of grant writing
- Learn R [weekly]
- Learn about education policy

Self Assessment Summary

Strong Skills

- Interpretation of data

- Creativity/innovative thinking
- Basic writing and editing
- Speaking clearly and effectively
- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Planning and organizing projects
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research
- How to interview

Weak Skills

- Navigating the peer review process
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Developing/managing budgets

Top Interests

- Analyzing experimental results
- Giving presentations about science
- Attending conferences or scientific meetings
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Developing curricula
- Negotiating agreements
- Serving on committees
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

- Assessing business trends and strategies, entrepreneurial ideas

Top Values

- People Contact: have day-to-day contact with clients or colleagues
- Make Decisions: have authority to decide courses of action, policies, etc.
- Influence People: be in a position to change attitudes or opinions of other people
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Recognition: be recognized or appreciated for the quality of my work
- Location: live in a place which is conducive to my lifestyle
- Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues

Self Assessment Summary Tables

Skills Summary

1 <i>Highly deficient</i>	2	3	4	5 <i>Highly proficient</i>
<ul style="list-style-type: none"> • Navigating the peer review process • Contributing to discipline (e.g. 	<ul style="list-style-type: none"> • Statistical analysis • Writing grant 	<ul style="list-style-type: none"> • Experimental design • Teaching in a classroom 	<ul style="list-style-type: none"> • Broad based knowledge of science 	<ul style="list-style-type: none"> • Interpretation of data • Creativity/innovative thinking

<p>member of professional society)</p> <ul style="list-style-type: none"> • Contributing to institution (e.g. participate on committees) • Developing/managing budgets 	<p>proposals</p> <ul style="list-style-type: none"> • Providing instruction and guidance 	<p>setting</p> <ul style="list-style-type: none"> • Training and mentoring individuals • Negotiating difficult conversations • Time management • Managing data and resources • Delegating responsibilities • Leading and motivating others • Creating vision and goals • Can identify and manage conflict of interest • How to negotiate • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Writing scientific publications • Writing for nonscientists • Presenting research to scientists • Presenting to nonscientists • Complying with rules and regulations • Providing constructive feedback • Dealing with conflict • Serving as a role model • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Can identify and address research misconduct • How to maintain a professional network • How to identify career options • How to prepare application materials • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Basic writing and editing • Speaking clearly and effectively • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues • Planning and organizing projects • Demonstrating responsible authorship and publication practices • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • How to interview
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Interests Summary

<p>1 <i>I would like to never do this in my career</i></p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5 <i>I would like to do this often in my career</i></p>
<ul style="list-style-type: none"> • Assessing business trends and strategies, entrepreneurial ideas 	<ul style="list-style-type: none"> • Writing project reports or other business-related correspondence • Writing about science to non-scientists 	<ul style="list-style-type: none"> • Writing grant proposals • Writing scientific manuscripts • Writing position papers or policy papers • Representing data in 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Planning new scientific projects or developing new research directions 	<ul style="list-style-type: none"> • Analyzing experimental results • Giving presentations about science • Attending conferences

	<ul style="list-style-type: none"> • Mentoring or teaching one-on-one 	<p>figures/illustrations</p> <ul style="list-style-type: none"> • Learning how to use new equipment or techniques • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Performing research with animal subjects • Performing research with human subjects • Working in a team • Networking with others 	<ul style="list-style-type: none"> • Creating presentations • Reading papers in your field • Learning about other fields • Thinking about science • Keeping up with current events in science • Discussing science with others • Building new devices or developing/refining techniques • Teaching in a classroom setting • Speaking about science to non-scientists • Developing collaborations • Analyzing financial data or budgets 	<p>or scientific meetings</p> <ul style="list-style-type: none"> • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Developing curricula • Negotiating agreements • Serving on committees • Work-related travel • Organizing things, creating systems in the workplace • Planning or organizing events • Leading or supervising others
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Values Summary

<p>1 <i>Unimportant</i></p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5 <i>Essential</i></p>
<ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Work Alone: work on projects by myself, with little contact with others • Variety: have job duties that change frequently 	<ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Independence: work with little direction from others • Not Physically Challenging: have a job that does not require 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 	<ul style="list-style-type: none"> • Supervision: be directly responsible for work done by others • Intellectual Challenge: perform work that is intellectually stimulating • Creativity: originate and develop new ideas • Predictability: have job duties that are similar day-to-day • Risk Taking: have work duties that involve trying 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Teamwork: work in collaboration with others as part of a team • Friendships: Develop close personal relationships with people at work • Congenial Atmosphere: work with friendly colleagues 	<ul style="list-style-type: none"> • People Contact: have day-to-day contact with clients or colleagues • Make Decisions: have authority to decide courses of action, policies, etc. • Influence People: be in a position to change attitudes or opinions of other people • Work on Frontiers of Knowledge: engage in the

		<p>new things, despite the chance that negative outcomes could result</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Expert Status: be acknowledged as an expert in a given field • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Physically Challenging: have a job that requires high physical demands • Professional Development: have a job with opportunities for growth or promotions • 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 	<p>pursuit of knowledge or generating new ideas</p> <ul style="list-style-type: none"> • Aesthetics: appreciate the beauty of things and ideas that I work with • Recognition: be recognized or appreciated for the quality of my work • Location: live in a place which is conducive to my lifestyle • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues
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Career Exploration Summary

Career Resources

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Events

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Networking**Career Advancement Goals**

Name: Learn about education policy
Frequency:
Start date: 6/10/2019
End date: 8/9/2019
Accountability: Read 5 papers on education policy in US, summarize general points, arrange to meet someone involved in NY policy?
Completed: No

Skills Development Goals**Statistical analysis**

Name: Learn R
Frequency: weekly
Start date: 6/10/2019
End date: 8/12/2019
Accountability: find a website to teach R, work on one section a week
Completed: No

Writing grant proposals

Name: Learn idea of grant writing
Frequency:
Start date: 6/4/2019
End date: 8/9/2019
Accountability: write a summary of key tips
Completed: No

Project Completion Goals

Name: Complete research project
Frequency:
Start date: 6/4/2019
End date: 8/9/2019
Accountability: Meet with PI throughout summer and have presentable things at different times
Completed: No

Mentoring Summary