

Individual Development Plan

for

Personal Information

Title:

Institution:

IDP last modified: 6/10/2019

Career Plans Summary

Plan A

Long Term Goal: Professor at university

Short Term Goal: not specified

Plan B

Long Term Goal: SALES?

Short Term Goal: not specified

SMART Goal Summary

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

June, 2019

- Which Universities have my career interests [weekly]
- Learn what goes into designing a research proposal and how it can be funded by writing effective grants
- Publication

July, 2019

- Which Universities have my career interests [weekly]
- Learn what goes into designing a research proposal and how it can be funded by writing effective grants
- Publication

August, 2019

- Which Universities have my career interests [weekly]
- Learn what goes into designing a research proposal and how it can be funded by writing effective grants
- Publication

Self Assessment Summary

Strong Skills

- Basic writing and editing
- Writing for nonscientists
- Speaking clearly and effectively
- Presenting to nonscientists

- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues

Weak Skills

- Writing grant proposals

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Giving presentations about science
- Reading papers in your field
- Thinking about science
- Keeping up with current events in science
- Performing research with animal subjects
- Teaching in a classroom setting
- Developing collaborations
- Work-related travel
- Planning or organizing events

Activities To Avoid

Top Values

- Help Society: contribute to betterment of world
- Friendships: Develop close personal relationships with people at work
- 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
- Location: live in a place which is conducive to my lifestyle
- 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

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"> • Writing grant proposals 	<ul style="list-style-type: none"> • Experimental design • Statistical analysis • Navigating the peer review process • Presenting research to scientists • Developing/managing budgets • Managing data and resources • Demonstrating responsible 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Interpretation of data • Creativity/innovative thinking • Writing scientific publications • Teaching in a classroom setting • Training and mentoring 	<ul style="list-style-type: none"> • Broad based knowledge of science • Negotiating difficult conversations • Contributing to discipline (e.g. member of professional society) 	<ul style="list-style-type: none"> • Basic writing and editing • Writing for nonscientists • Speaking clearly and effectively • Presenting to nonscientists • Demonstrating workplace etiquette

	<p>authorship and publication practices</p> <ul style="list-style-type: none"> • Can identify and address research misconduct • Can identify and manage conflict of interest • Technical skills related to my specific research area 	<p>individuals</p> <ul style="list-style-type: none"> • Seeking advice from advisors and mentors • Contributing to institution (e.g. participate on committees) • Providing instruction and guidance • Providing constructive feedback • Dealing with conflict • Delegating responsibilities • Leading and motivating others • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • How to maintain a professional network • How to identify career options • How to prepare application materials • How to interview • How to negotiate • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Planning and organizing projects • Time management • Creating vision and goals • Serving as a role model 	<ul style="list-style-type: none"> • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues
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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"> • Writing scientific manuscripts • Performing research with human subjects 	<ul style="list-style-type: none"> • Writing position papers or policy papers • Building new devices or developing/refining techniques 	<ul style="list-style-type: none"> • Writing grant proposals • Writing project reports or other business-related correspondence 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results

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

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
<ul style="list-style-type: none"> Work Alone: work on projects by myself, with little contact with others 		<ul style="list-style-type: none"> Predictability: have job duties that are similar day-to-day Job Tranquility: work in a low 	<ul style="list-style-type: none"> Help Others: be involved with directly helping individuals or small groups People Contact: have day-to-day contact 	<ul style="list-style-type: none"> Help Society: contribute to betterment of world Friendships: Develop close

- Physically Challenging: have a job that requires high physical demands

pressure environment

- with clients or colleagues
- Teamwork: work in collaboration with others as part of a team
- Congenial Atmosphere: work with friendly colleagues
- 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
- Influence People: be in a position to change attitudes or opinions of other people
- Independence: work with little direction from others
- Intellectual Challenge: perform work that is intellectually stimulating
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Variety: have job duties that change frequently
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- Recognition: be recognized or appreciated for the quality of my work
- Risk Taking: have work duties that involve trying new things, despite the

- personal relationships with people at work
- 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
- Location: live in a place which is conducive to my lifestyle
- 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

- chance that negative outcomes could result
- Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life
 - Not Physically Challenging: have a job that does not require high physical demands
 - Flexible Schedule: have some choice over the hours or days that I work
 - Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues
 - Professional Development: have a job with opportunities for growth or promotions
 - 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.
 - 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: Which Universities have my career interests

Frequency: weekly

Start date: 6/10/2019

End date: 8/9/2019

Accountability: I will look weekly at a new university and begin to compile a list in a google doc with pros and cons

Completed: No

Skills Development Goals

Writing grant proposals

Name: Learn what goes into designing a research proposal and how it can be funded by writing effective grants

Frequency:

Start date: 6/10/2019

End date: 8/9/2019

Accountability: Ask mentors and professors how they have narrowed their research interests, what writing a grant is like, and brainstorming how to design a proposal for an experiment

Completed: No

Project Completion Goals

Name: Publication

Frequency:

Start date: 6/10/2019

End date: 8/9/2019

Accountability: asking my mentor how to do that and if i can help with the projects that he is working on

Completed: No

Mentoring Summary