Individual Development Plan
for

Personal Information

Title:
Institution:

IDP last modified: 6/10/2019

Career Plans Summary

Plan A

Long Term Goal: Professor and Researcher
Short Term Goal: PhD

Plan B

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

SMART Goal Summary

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

June, 2019

- Research more information on science policy careers   [weekly]
- Meet one-on-one with someone who works in science policy and has a PhD

July, 2019

- Research more information on science policy careers   [weekly]
- Meet one-on-one with someone who works in science policy and has a PhD

August, 2019

- Research more information on science policy careers   [weekly]
- Meet one-on-one with someone who works in science policy and has a PhD

Self Assessment Summary

Strong Skills

- Broad based knowledge of science
- Critical evaluation of scientific literature
- Experimental design
- Creativity/innovative thinking

- Basic writing and editing
- Writing for nonscientists
- Presenting to nonscientists
- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Maintaining positive relationships with colleagues
- Providing instruction and guidance
- Dealing with conflict
- Planning and organizing projects
- Managing data and resources
- Careful recordkeeping practices
- Understanding of data ownership/sharing issues
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research
- Can identify and address research misconduct
- Can identify and manage conflict of interest
- How to maintain a professional network

Weak Skills

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing position papers or policy papers
- Creating presentations
- Representing data in figures/illustrations
- Giving presentations about science
- Reading papers in your field
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Discussing science with others
- Attending conferences or scientific meetings
- Learning how to use new equipment or techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Performing research with animal subjects
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Mentoring or teaching one-on-one
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups

- 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
- Intellectual Challenge: perform work that is intellectually stimulating
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Creativity: originate and develop new ideas
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- 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
- 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*
	• Navigating the peer review process • Writing grant proposals	• Time management • Developing/managing budgets • How to interview • How to negotiate	• Statistical analysis • Interpretation of data • Writing scientific publications • Speaking clearly and effectively • Presenting research to scientists • Teaching in a classroom setting • Training and mentoring individuals • Negotiating difficult conversations • Upholding commitments and meeting deadlines • Contributing to discipline (e.g. member of professional society)	• Broad based knowledge of science • Critical evaluation of scientific literature • Experimental design • Creativity/innovative thinking • Basic writing and editing • Writing for nonscientists • Presenting to nonscientists • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Complying with rules and regulations • Maintaining positive relationships with colleagues • Providing instruction and guidance • Dealing with conflict

				- Contributing to institution (e.g. participate on committees) - Providing constructive feedback - Delegating responsibilities - Leading and motivating others - Creating vision and goals - Serving as a role model - How to identify career options - How to prepare application materials - Deep knowledge of my specific research area - Technical skills related to my specific research area	- Planning and organizing projects - Managing data and resources - Careful recordkeeping practices - Understanding of data ownership/sharing issues - Demonstrating responsible authorship and publication practices - Demonstrating responsible conduct in human research - Demonstrating responsible conduct in animal research - Can identify and address research misconduct - Can identify and manage conflict of interest - How to maintain a professional network

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_
	- Analyzing financial data or budgets - Assessing business trends and strategies, entrepreneurial ideas	- Teaching in a classroom setting - Developing curricula	- Writing grant proposals - Writing scientific manuscripts - Writing project reports or other business-related correspondence - Building new devices or developing/refining techniques - Using quantitative methods in understanding science (e.g., statistics,	- Designing experiments - Performing experiments - Analyzing experimental results - Planning new scientific projects or developing new research directions - Writing position papers or policy papers - Creating presentations

				- mathematical modeling) - Performing research with human subjects - Developing collaborations - Negotiating agreements - Serving on committees - Working in a team	- Representing data in figures/illustrations - Giving presentations about science - Reading papers in your field - Learning about other fields - Thinking about science - Keeping up with current events in science - Discussing science with others - Attending conferences or scientific meetings - Learning how to use new equipment or techniques - Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) - Performing research with animal subjects - Writing about science to non-scientists - Speaking about science to non-scientists - Mentoring or teaching one-on-one - Networking with others - Work-related travel - Organizing things, creating systems in the workplace - Planning or organizing events - Leading or supervising others

Values Summary

1 *Unimportant*	2	3	4	5 *Essential*
• Work Alone: work on projects by myself, with little contact with others • Not Physically Challenging: have a job that does not require high physical demands • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues	• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands	• Fast Pace: work in a busy atmosphere with frequent deadlines • Supervision: be directly responsible for work done by others • Independence: work with little direction from others • Flexible Schedule: have some choice over the hours or days that I work • Job Tranquility: work in a low pressure environment	• People Contact: have day-to-day contact with clients or colleagues • 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 • Expert Status: be acknowledged as an expert in a given field • Variety: have job duties that change frequently • Recognition: be recognized or appreciated for the quality of my work • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Family Friendly: have a job with policies supportive of families, including day	• Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • 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 • Intellectual Challenge: perform work that is intellectually stimulating • Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • Creativity: originate and develop new ideas • Aesthetics: appreciate the beauty of things and ideas that I work with • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition

				care, flexible work schedules, etc.	reimbursements, etc. - 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 - 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

6/10/2019 https://www.sciencemag.org/careers/2003/02/science-

policy-establishing-guidelines-setting-priorities

Events

Networking

Career Advancement Goals

Name:	Research more information on science policy careers
Frequency:	weekly
Start date:	6/10/2019
End date:	8/9/2019
Accountability:	Must know more so I can apply to programs!
Completed:	No

Name:	Meet one-on-one with someone who works in science policy and has a PhD
Frequency:	
Start date:	6/10/2019
End date:	8/9/2019
Accountability:	
Completed:	No

Mentoring Summary