

Individual Development Plan

for
Lorel Shaw

Personal Information

Title: Student
Institution: Keuka College
Position start date: 8/24/2016
Position end date: 5/24/2020

IDP last modified: 6/13/2019

Career Plans Summary

Plan A

Long Term Goal: Become established in a career centered around research and testing of medical products i.e. vaccines etc.
Short Term Goal: Take more classes centered around this area

Plan B

Long Term Goal: Work as an environmental scientist to increase awareness of environmental issues and to hypothesize solutions to these issues.
Short Term Goal: Pursue a PhD in environmental sciences and begin networking in the environmental community

SMART Goal Summary

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

June, 2019

- Educate myself on future careers available in the environmental science field.
- Look into PhD programs related to Environmental Science
- Expand my knowledge about environmental and ecological issues.
- Improve my written communication abilities of scientific topics
- Stay on top of assignments, meetings, and other activities for the next two weeks.

July, 2019

- Look into PhD programs related to Environmental Science
- Expand my knowledge about environmental and ecological issues.
- Improve my written communication abilities of scientific topics
- Stay on top of assignments, meetings, and other activities for the next two weeks.

August, 2019

- Look into PhD programs related to Environmental Science

Self Assessment Summary

Strong Skills

- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Maintaining positive relationships with colleagues
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)

Weak Skills

- Statistical analysis
- Writing grant proposals
- Teaching in a classroom setting
- Time management
- Developing/managing budgets
- How to identify career options
- Deep knowledge of my specific research area

Top Interests

- Performing experiments
- 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)
- Speaking about science to non-scientists
- Developing collaborations
- Work-related travel

Activities To Avoid

- Writing scientific manuscripts
- Writing project reports or other business-related correspondence
- Writing position papers or policy papers
- Developing curricula
- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas

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
- Job Security: be assured of keeping my job and salary
- Recognition: be recognized or appreciated for the quality of my work
- Work/Life Balance: balance time spent at work and time spent doing other activities
- 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"> • Statistical analysis • Writing grant proposals • Teaching in a classroom setting • Time management • Developing/managing budgets • How to identify career options • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Experimental design • Navigating the peer review process • Dealing with conflict • Planning and organizing projects • Managing data and resources • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Can identify and manage conflict of interest • How to maintain a professional network • How to prepare application materials • How to interview • How to negotiate • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Interpretation of data • Writing scientific publications • Speaking clearly and effectively • Presenting research to scientists • Presenting to nonscientists • Negotiating difficult conversations • Providing constructive feedback • Creating vision and goals • Serving as a role model • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • Can identify and address research misconduct 	<ul style="list-style-type: none"> • Broad based knowledge of science • Creativity/innovative thinking • Basic writing and editing • Writing for nonscientists • Training and mentoring individuals • Upholding commitments and meeting deadlines • Providing instruction and guidance • Delegating responsibilities • Leading and motivating others • Demonstrating responsible authorship and publication practices 	<ul style="list-style-type: none"> • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Complying with rules and regulations • Maintaining positive relationships with colleagues • Contributing discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees)
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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 • Writing project reports or other business-related correspondence • Writing position papers or policy papers 	<ul style="list-style-type: none"> • Designing experiments • Writing grant proposals • Representing data in figures/illustrations • Teaching in a classroom setting 	<ul style="list-style-type: none"> • Analyzing experimental results • Planning new scientific projects or developing new research directions • Using quantitative 	<ul style="list-style-type: none"> • Creating presentations • Giving presentations about science • Reading papers in your field • Building new devices or developing/refining techniques 	<ul style="list-style-type: none"> • Performing experiments • Learning about other fields • Thinking about science • Keeping up with current events in science

<ul style="list-style-type: none"> • Developing curricula • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas 		<p>methods in understanding science (e.g., statistics, mathematical modeling)</p> <ul style="list-style-type: none"> • Serving on committees • Organizing things, creating systems in the workplace • Planning or organizing events • Leading or supervising others 	<ul style="list-style-type: none"> • Performing research with animal subjects • Performing research with human subjects • Writing about science to non-scientists • Mentoring or teaching one-on-one • Negotiating agreements • Working in a team • Networking with others 	<ul style="list-style-type: none"> • 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) • Speaking about science to non-scientists • Developing collaborations • Work-related travel
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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"> • Work Alone: work on projects by myself, with little contact with others • Aesthetics: appreciate the beauty of things and ideas that I work with 	<ul style="list-style-type: none"> • Supervision: be directly responsible for work done by others • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands • Not Physically Challenging: have a job that does not require high physical demands • Status and Prestige: work in a position or 	<ul style="list-style-type: none"> • Make Decisions: have authority to decide courses of action, policies, etc. • Independence: work with little direction from others • Variety: have job duties that change frequently • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Location: live in a place which is conducive to my lifestyle 	<ul style="list-style-type: none"> • 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 • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Fast Pace: work in a busy atmosphere with frequent deadlines • Influence People: be in a position to change attitudes or opinions of other people 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues • Job Security: be assured of keeping my job and salary • Recognition: be recognized or appreciated for the quality of my work • Work/Life Balance:

	<p>organization which carries respect with my friends, family or colleagues</p> <ul style="list-style-type: none"> • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. • Exercise Competence: take advantage of my strongest talents and skills on a regular basis 	<ul style="list-style-type: none"> • Flexible Schedule: have some choice over the hours or days that I work • Job Tranquility: work in a low pressure environment • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job 	<ul style="list-style-type: none"> • 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 • 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 • Professional Development: have a job with opportunities for growth or promotions 	<p>balance time spent at work and time spent doing other activities</p> <ul style="list-style-type: none"> • Learn New Things: be challenged to learn new skills or knowledge on a regular basis
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Career Exploration Summary

Career Resources

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Events

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Networking

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Career Advancement Goals

Name: Educate myself on future careers available in the environmental science field.

Frequency:

Start date: 6/10/2019

End date: 6/28/2019

Accountability: Read three articles each week about careers in environmental science and create a pros and cons list about which careers I am interested in.

Completed: No

Name: Look into PhD programs related to Environmental Science

Frequency:

Start date: 6/10/2019

End date: 8/14/2019

Accountability: Research institutions with reputable programs in environmental science and create a spreadsheet containing important information about them such as cost, graduation rate, possible faculty research

mentors etc.

Completed: No

Skills Development Goals

Writing scientific publications

Name: Improve my written communication abilities of scientific topics
Frequency:
Start date: 6/10/2019
End date: 7/17/2019
Accountability: Write up a summary of each of the articles that I read every week.
Completed: No

Time management

Name: Stay on top of assignments, meetings, and other activities for the next two weeks.
Frequency:
Start date: 6/17/2019
End date: 7/1/2019
Accountability: Keep a journal of my appointments and assignments, their due dates, and when they are completed/when I arrive
Completed: No

Project Completion Goals

Name: Expand my knowledge about environmental and ecological issues.
Frequency:
Start date: 6/10/2019
End date: 7/17/2019
Accountability: Read a scientific article each week about a new topic related to the environment or ecology.
Completed: No

Mentoring Summary