

Individual Development Plan

for
Paula Torres

Personal Information

Title: Ms.
Institution: Connecticut College
Position start date: 6/4/2019
Position end date: 8/9/2019
Research project: Soils

IDP last modified: 6/12/2019

Career Plans Summary

Plan A

Long Term Goal: Epidemiologist
Short Term Goal: Higher Ed.

Plan B

Long Term Goal: Possible a Environmental Scientist, or educator
Short Term Goal: exposure to the field

SMART Goal Summary

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

June, 2019

- Learning more about career opportunities [weekly]
- Look into masters in Public Health [monthly]
- Preparing a presentation on my research project this summer
- Have a tentative timeline for senior year (jobs, grants etc) [monthly]
- Working and improving my presentation skills [weekly]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly]

July, 2019

- Learning more about career opportunities [weekly]
- Preparing a presentation on my research project this summer
- Have a tentative timeline for senior year (jobs, grants etc) [monthly]
- Working and improving my presentation skills [weekly]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly]

August, 2019

- Have a tentative timeline for senior year (jobs, grants etc) [monthly]

- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

September, 2019

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

October, 2019

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

November, 2019

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

December, 2019

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

January, 2020

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

February, 2020

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

March, 2020

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

April, 2020

- Have a tentative timeline for senior year (jobs, grants etc) [monthly.]
- Working and improving my presentation skills [weekly.]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly.]

May, 2020

- Working and improving my presentation skills [weekly]
- This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon. [weekly]

Self Assessment Summary**Strong Skills**

- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Contributing to discipline (e.g. member of professional society)

Weak Skills

- Writing grant proposals
- Demonstrating responsible authorship and publication practices
- How to interview
- How to negotiate

Top Interests

- Learning about other fields
- Thinking about science
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Mentoring or teaching one-on-one
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

- Writing grant proposals

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
- Work Alone: work on projects by myself, with little contact with others
- 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.
- 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
- High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

Self Assessment Summary Tables**Skills Summary**

1	2	3	4	5
---	---	---	---	---

Highly deficient				Highly proficient
<ul style="list-style-type: none"> • Writing grant proposals • Demonstrating responsible authorship and publication practices • How to interview • How to negotiate 	<ul style="list-style-type: none"> • Teaching in a classroom setting • Training and mentoring individuals • Contributing to institution (e.g. participate on committees) • Providing constructive feedback • Dealing with conflict • Developing/managing budgets • 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 • How to identify career options 	<ul style="list-style-type: none"> • Statistical analysis • Interpretation of data • Navigating the peer review process • Basic writing and editing • Writing scientific publications • Presenting research to scientists • Negotiating difficult conversations • Managing data and resources • Delegating responsibilities • Leading and motivating others • Careful recordkeeping practices • Understanding of data ownership/sharing issues • How to prepare application materials • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Broad based knowledge of science • Critical evaluation of scientific literature • Experimental design • Creativity/innovative thinking • Writing for nonscientists • Speaking clearly and effectively • Presenting to nonscientists • Seeking advice from advisors and mentors • Maintaining positive relationships with colleagues • Providing instruction and guidance • Planning and organizing projects • Time management • Creating vision and goals • Serving as a role model • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitment and meeting deadlines • Contributing discipline (e.g. member of professional society)

Interests Summary

1 <i>I would like to never do this in my career</i>	2	3	4	5 <i>I would like to do this often in my career</i>
<ul style="list-style-type: none"> • Writing grant proposals 	<ul style="list-style-type: none"> • Creating presentations • Building new devices or developing/refining techniques • Using quantitative methods in understanding science (e.g., statistics, 	<ul style="list-style-type: none"> • Writing scientific manuscripts • Writing project reports or other business-related correspondence • Writing position papers or policy papers • Discussing science with 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions 	<ul style="list-style-type: none"> • Learning about other fields • Thinking about science • Using qualitative methods in understanding science (e.g., focus groups, in-depth

	mathematical modeling) • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas	others • Teaching in a classroom setting • Serving on committees	• Representing data in figures/illustrations • Giving presentations about science • Reading papers in your field • Keeping up with current events in science • Attending conferences or scientific meetings • Learning how to use new equipment or techniques • Performing research with animal subjects • Performing research with human subjects • Developing curricula • Writing about science to non-scientists • Speaking about science to non-scientists • Developing collaborations • Negotiating agreements • Working in a team • Networking with others	interviews, field observations) • Mentoring or teaching one-on-one • Work-related travel • Organizing things, creating systems in the workplace • Planning or organizing events • Leading or supervising others
--	--	--	--	--

Values Summary

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
	• Friendships: Develop close personal relationships with people at work • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Physically Challenging: have a job that requires high physical demands	• People Contact: have day-to-day contact with clients or colleagues • Teamwork: work in collaboration with others as part of a team • Make Decisions: have authority	• 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	• Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues

<p>to decide courses of action, policies, etc.</p> <ul style="list-style-type: none"> • 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 • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • 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 • Family Friendly: have a job with policies supportive of families, including day care, flexible 	<p>attitudes or opinions of other people</p> <ul style="list-style-type: none"> • Independence: work with little direction from others • Intellectual Challenge: perform work that is intellectually stimulating • Expert Status: be acknowledged as an expert in a given field • Creativity: originate and develop new ideas • 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 for growth or promotions • Job Tranquility: work in a low pressure environment • 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 	<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 • 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 • Location: live in a place which is conducive to my lifestyle • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job
---	---	---

- | | | | | |
|--|--|--|--|--|
| | | work
schedules,
etc.
• Learn New
Things: be
challenged to
learn new
skills or
knowledge on
a regular
basis | | |
|--|--|--|--|--|

Career Exploration Summary

Career Resources

.....

Events

.....

Networking

.....

Career Advancement Goals

Name: Learning more about career opportunities
Frequency: weekly
Start date: 6/10/2019
End date: 7/31/2019
Accountability: I should have a list of contacts of those working in the specific careers I am interested in
Completed: No

Name: Look into masters in Public Health
Frequency: monthly
Start date: 6/10/2019
End date: 6/30/2019
Accountability: Have a physical list
Completed: No

Skills Development Goals

Presenting research to scientists

Name: Working and improving my presentation skills
Frequency: weekly
Start date: 6/12/2019
End date: 5/31/2020
Accountability: try to get feedback on my presentation from colleagues and professors.
Completed: No

How to identify career options

Name: This skill goes along with negotiating and interviewing. I want to become more professional and strengthen my professionalism, especially since I will be applying for jobs soon.

Frequency: weekly

Start date: 6/12/2019

End date: 5/20/2020

Accountability: I will become more confident in interview settings and have a better understanding of the hiring process.

Completed: No

Project Completion Goals

Name: Preparing a presentation on my research project this summer

Frequency:

Start date: 6/12/2019

End date: 7/31/2019

Accountability: My presentation would be clear, concise and relevant.

Completed: No

Name: Have a tentative timeline for senior year (jobs, grants etc)

Frequency: monthly

Start date: 6/12/2019

End date: 4/30/2020

Accountability: I will be on top of deadlines/ job applications.

Completed: No

Mentoring Summary