

Individual Development Plan

for

Personal Information

Title:
Institution:

IDP last modified: 6/15/2019

Career Plans Summary

Plan A

Long Term Goal: Find a career at the junction of science and policy

Short Term Goal: Masters

Plan B

Long Term Goal: Find a career involved with the communication of science

Short Term Goal: Masters?

SMART Goal Summary

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

June, 2019

- Take the GRE [weekly]
- Create a research proposal [weekly]
- Improve public speaking skills
- Network with science policy professionals

July, 2019

- Take the GRE [weekly]
- Improve public speaking skills
- Network with science policy professionals

August, 2019

- Take the GRE [weekly]
- Improve public speaking skills
- Network with science policy professionals
- Graduate from SNC, remain on the Dean's list

September, 2019

- Graduate from SNC, remain on the Dean's list

October, 2019

- Graduate from SNC, remain on the Dean's list

November, 2019

- Graduate from SNC, remain on the Dean's list

December, 2019

- Graduate from SNC, remain on the Dean's list

Self Assessment Summary

Strong Skills

- Basic writing and editing
- Writing for nonscientists
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues

Weak Skills

- Statistical analysis
- Developing/managing budgets
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in human research
- How to interview
- How to negotiate

Top Interests

- Performing experiments
- Writing position papers or policy papers
- Creating presentations
- Representing data in figures/illustrations
- Giving presentations about science
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Discussing science with others
- Attending conferences or scientific meetings
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Work-related travel

Activities To Avoid

- Performing research with human subjects
- 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
- Friendships: Develop close personal relationships with people at work
- Congenial Atmosphere: work with friendly colleagues
- Intellectual Challenge: perform work that is intellectually stimulating
- Variety: have job duties that change frequently
- Location: live in a place which is conducive to my lifestyle
- Job Tranquility: work in a low pressure environment

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

- and address research misconduct
- How to prepare application materials
- Deep knowledge of my specific research area

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

Values Summary

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
<ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Predictability: have job duties that are similar day-to-day 	<ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Work Alone: work on projects by myself, with little contact with others • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • Physically Challenging: have a job that requires high physical demands • 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 	<ul style="list-style-type: none"> • Make Decisions: have authority to decide courses of action, policies, etc. • Supervision: be directly responsible for work done by others • 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 • Exercise Competence: take advantage of my strongest talents and skills on a regular basis 	<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 • Influence People: be in a position to change attitudes or opinions of other people • Independence: work with little direction from others • Expert Status: be acknowledged as an expert in a given field • Creativity: originate and develop new ideas • 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 • Earning Potential: have a salary which allows me to purchase 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Friendships: Develop close personal relationships with people at work • Congenial Atmosphere: work with friendly colleagues • Intellectual Challenge: perform work that is intellectually stimulating • Variety: have job duties that change frequently • Location: live in a place which is conducive to my lifestyle • Job Tranquility: work in a low pressure environment

essentials as well as some luxuries of life

- 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.
- 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

Events

Networking

Career Advancement Goals

Name: Take the GRE
Frequency: weekly
Start date: 6/10/2019
End date: 8/9/2019
Accountability: Perform one hour of dedicated study 3 times a week, schedule test date, study with Ken
Completed: No

Name: Create a research proposal
Frequency: weekly
Start date: 6/10/2019
End date: 6/21/2019
Accountability: Must be completed by 6/21, complete rough draft by 6/19
Completed: No

Name: Improve public speaking skills
Frequency:
Start date: 6/10/2019
End date: 8/9/2019
Accountability: Perform research presentations throughout program, take a public speaking class?
Completed: No

Name: Network with science policy professionals
Frequency:
Start date: 6/10/2019
End date: 8/9/2019
Accountability: Go to/prepare for conferences, talk to PI's
Completed: No

Name: Graduate from SNC, remain on the Dean's list
Frequency:
Start date: 8/26/2019
End date: 12/13/2019
Accountability: Continue weekly participation in study groups, go to office hours
Completed: No

Mentoring Summary

<u>Mentor</u>	<u>Role</u>
Dr. Kissman	Academic advisement, PI
Dr. Branco	Summer REU mentor
Dr. Hodgson	Research advisement