Individual Development Plan

for
Caroline Troy

Personal Information

Title:
Institution: Brown University
IDP last modified: 6/14/2021

Career Plans Summary

Plan A

Long Term Goal:
Short Term Goal:

Plan B

Long Term Goal:
Short Term Goal:

SMART Goal Summary

Note: only goals within last 12 months and up 12 months in the future are shown.

June, 2021

- Come up with a research idea and assist with current experiments in Gosnell and Zarnoch Lab [daily]
- Update CV and Resume, removing non-relevant items and improving formatting
- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in
- When we have a paper to read, or a project element that requires stats or R, spend a little extra time researching it, or refreshing myself on how it works. If I need to learn a difficult new skill, use Codecademy or similar [weekly]

July, 2021

- Come up with a research idea and assist with current experiments in Gosnell and Zarnoch Lab [daily]
- Update CV and Resume, removing non-relevant items and improving formatting
- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in
- When we have a paper to read, or a project element that requires stats or R, spend a little extra time researching it, or refreshing myself on how it works. If I need to learn a difficult new skill, use Codecademy or similar [weekly]

August, 2021

- Update CV and Resume, removing non-relevant items and improving formatting
- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in
- When we have a paper to read, or a project element that requires stats or R, spend a little extra time researching it, or refreshing myself on how it works. If I need to learn a difficult new skill, use Codecademy or similar [weekly]
- Through this summer at BUEE, gauge my interest in urban ecology and especially the areas I focus on this summer
- For my final presentation at BUEE, or other intermediary ones, make sure to rehearse my speech several times and work on delivery, gesticulation, and eye contact
- Talk to BUEE mentors about different ecological restoration career options, and the pros and cons of Masters vs. Ph.D.
- When working on experiments this summer, making sure to keep clean and consistent records with date, time, and clear handwriting
- When planning out my summer project, lay out clear dates and guidelines for when portions should be completed
- Prepare presentation/poster for BUEE
- Read three books related to landscape architecture/ecological restoration

September, 2021

- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in

October, 2021

- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in

November, 2021

- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in

December, 2021

- Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in
- Find a group like a non-profit whose work I find interesting and valuable to get involved with (likely in MD)

April, 2022

- Do a Mock Interview

May, 2022

- Take a course this year with a heavy writing component, and get my work reviewed in the writing center before submitting
- If my research at BUEE turns out to have interesting results, apply to attend a conference

Self Assessment Summary

Strong Skills

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

Weak Skills

- Navigating the peer review process
- Managing data and resources
- How to negotiate

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing scientific manuscripts
- 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
- Teaching in a classroom setting
- Developing curricula
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Working in a team
- Work-related travel

Activities To Avoid

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
- Influence People: be in a position to change attitudes or opinions of other people
- Intellectual Challenge: perform work that is intellectually stimulating
- Creativity: originate and develop new ideas
- 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.
- 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
- 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

Self Assessment Summary Tables

Skills Summary

1 **Highly deficient**	2	3	4	5 **Highly proficient**
• Navigating the peer review process • Managing data and resources • How to negotiate	• Teaching in a classroom setting • Training and mentoring individuals • Negotiating difficult conversations • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Developing/managing budgets • Delegating responsibilities • Understanding of data ownership/sharing issues • Can identify and address research misconduct • Can identify and manage conflict of interest • How to maintain a professional network • How to identify career options	• Broad based knowledge of science • Critical evaluation of scientific literature • Experimental design • Statistical analysis • Interpretation of data • Creativity/innovative thinking • Basic writing and editing • Writing scientific publications • Writing grant proposals • Presenting research to scientists • Seeking advice from advisors and mentors • Providing instruction and guidance • Providing constructive feedback • Dealing with conflict • Leading and motivating others • Creating vision and goals • Serving as a role model • Demonstrating responsible authorship and publication practices • Demonstrating responsible conduct	• Writing for nonscientists • Speaking clearly and effectively • Presenting to nonscientists • Planning and organizing projects • Time management • Careful recordkeeping practices	• Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues

		in human research • Demonstrating responsible conduct in animal research • How to prepare application materials • How to interview • Deep knowledge of my specific research area • Technical skills related to my specific research area		

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
	• Negotiating agreements • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas	• Writing grant proposals • Building new devices or developing/refining techniques • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Mentoring or teaching one-on-one • Serving on committees • Leading or supervising others	• Writing project reports or other business-related correspondence • Writing position papers or policy papers • Creating presentations • Representing data in figures/illustrations • 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 • Performing research with human subjects • Developing collaborations • Networking with others • Organizing things, creating systems in the workplace • Planning or organizing events	• Designing experiments • Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions • Writing scientific manuscripts • 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 • Teaching in a classroom setting • Developing curricula • Writing about science to non-scientists • Speaking about science to non-scientists • Working in a team • Work-related travel

Values Summary

1 **Unimportant**	2	3	4	5 **Essential**
• Supervision: be directly responsible for work done by others • Not Physically Challenging: have a job that does not require high physical demands	• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Fast Pace: work in a busy atmosphere with frequent deadlines • Work Alone: work on projects by myself, with little contact with others • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands	• Independence: work with little direction from others • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • 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 • Make Decisions: have authority to decide courses of action, policies, etc. • 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 • Recognition: be recognized or appreciated for the quality of my work • 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	• Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues • Influence People: be in a position to change attitudes or opinions of other people • Intellectual Challenge: perform work that is intellectually stimulating • Creativity: originate and develop new ideas • 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. • Earning Potential: have a salary which allows me to purchase essentials

			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	as well as some luxuries of life • 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

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Seek mentorship

Name: Reach out to 3 Brown Alumni or other professionals who may have insights on careers I am interested in
Frequency:
Start date: 6/14/2021
End date: 1/1/2022
Accountability:
Completed: No

Enhance self-awareness of my career interests, skills, and values

Name: Read three books related to landscape architecture/ecological restoration
Frequency:
Start date:
End date: 8/31/2021
Accountability:
Completed: No

Get experience (internship, part-time position, volunteering, job simulation, etc.)

Name: Through this summer at BUEE, gauge my interest in urban ecology and especially the areas I focus on this summer
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Attend workshops, site visits, conferences, or events related to my career interests

Name: If my research at BUEE turns out to have interesting results, apply to attend a conference
Frequency:
Start date:
End date: 5/31/2022
Accountability:
Completed: No

Get involved in a local/regional committee or group

Name: Find a group like a non-profit whose work I find interesting and valuable to get involved with (likely in MD)
Frequency:
Start date:
End date: 1/1/2022
Accountability:
Completed: No

Develop a job search strategy and timeline

No goals.

Prepare CV/resume, cover letter, teaching/research statement, etc.

Name: Update CV and Resume, removing non-relevant items and improving formatting
Frequency:
Start date: 6/14/2021
End date: 8/24/2021
Accountability:
Completed: No

Prepare for interviews

Name: Do a Mock Interview
Frequency:
Start date:
End date: 5/1/2022
Accountability:
Completed: No

Skills Development Goals

Statistical analysis

Name: When we have a paper to read, or a project element that requires stats or R, spend a little extra time researching it, or refreshing myself on how it works. If I need to learn a difficult new skill, use Codecademy or similar
Frequency: weekly
Start date: 6/14/2021
End date: 8/14/2021
Accountability:
Completed: No

Basic writing and editing

Name: Take a course this year with a heavy writing component, and get my work reviewed in the writing center before submitting
Frequency:
Start date:
End date: 5/18/2022
Accountability:
Completed: No

Speaking clearly and effectively

Name: For my final presentation at BUEE, or other intermediary ones, make sure to rehearse my speech several times and work on delivery, gesticulation, and eye contact
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Seeking advice from advisors and mentors

Name: Talk to BUEE mentors about different ecological restoration career options, and the pros and cons of Masters vs. Ph.D.
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Planning and organizing projects

Name: When planning out my summer project, lay out clear dates and guidelines for when portions should be completed
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Careful recordkeeping practices

Name: When working on experiments this summer, making sure to keep clean and consistent records with date, time, and clear handwriting
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Project Completion Goals

Complete current experiments

Name: Come up with a research idea and assist with current experiments in Gosnell and Zarnoch Lab
Frequency: daily
Start date: 6/14/2021
End date: 8/13/2021
Accountability:
Completed: No

Prepare presentation (talk, poster, etc.)

Name: Prepare presentation/poster for BUEE
Frequency:
Start date:
End date: 8/14/2021
Accountability:
Completed: No

Mentoring Summary

Mentor	Role
Professor Gosnell	BUEE
Professor Zarnoch	BUEE