

# Individual Development Plan

for  
KC Coryatt

## Personal Information

*Title:*

*Institution:*

*IDP last modified: 6/17/2021*

---

## Career Plans Summary

### Plan A

*Long Term Goal:* Environmental Law

*Short Term Goal:* not specified

### Plan B

*Long Term Goal:* College Environmental Studies Instructor/Professor

*Short Term Goal:* not specified

---

## SMART Goal Summary

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

### June, 2021

- Contact my colleges environmental law advisor and my faculty advisor.
- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam

### July, 2021

- Contact my colleges environmental law advisor and my faculty advisor.
- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam

### August, 2021

- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam
- Present a presentation about an environmental justice issue

## September, 2021

- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam
- Present a presentation about an environmental justice issue

## October, 2021

- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam
- Present a presentation about an environmental justice issue

## November, 2021

- Get more involved with the policy side of NYPIRG [weekly]
- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam
- Present a presentation about an environmental justice issue

## December, 2021

- Get experience specific to environmental law and policy [monthly]
- Study for Spring 2022 LSAT exam
- Through internships and experience, hone in on the skills taught

## Self Assessment Summary

### Strong Skills

- Basic writing and editing
- Speaking clearly and effectively
- Complying with rules and regulations
- Dealing with conflict

- Delegating responsibilities
- Leading and motivating others
- Creating vision and goals

## Weak Skills

- Navigating the peer review process
- Writing scientific publications
- Writing grant proposals
- Contributing to discipline (e.g. member of professional society)
- Demonstrating responsible conduct in animal research
- Can identify and address research misconduct

## Top Interests

- Creating presentations
- 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
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Teaching in a classroom setting
- Speaking about science to non-scientists
- Negotiating agreements
- Planning or organizing events
- Leading or supervising others

## Activities To Avoid

- Performing research with animal subjects

## Top Values

- Help Society: contribute to betterment of world
- Make Decisions: have authority to decide courses of action, policies, etc.
- 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
- Location: live in a place which is conducive to my lifestyle
- Professional Development: have a job with opportunities for growth or promotions



# Self Assessment Summary Tables

## Skills Summary

1 Highly deficient	2	3	4	5 Highly proficient
<ul style="list-style-type: none"> <li>• Navigating the peer review process</li> <li>• Writing scientific publications</li> <li>• Writing grant proposals</li> <li>• Contributing to discipline (e.g. member of professional society)</li> <li>• Demonstrating responsible conduct in animal research</li> <li>• Can identify and address research misconduct</li> </ul>	<ul style="list-style-type: none"> <li>• Broad based knowledge of science</li> <li>• Experimental design</li> <li>• Statistical analysis</li> <li>• Presenting research to scientists</li> <li>• Can identify and manage conflict of interest</li> <li>• How to prepare application materials</li> <li>• Deep knowledge of my specific research area</li> <li>• Technical skills related to my specific research area</li> </ul>	<ul style="list-style-type: none"> <li>• Critical evaluation of scientific literature</li> <li>• Interpretation of data</li> <li>• Presenting to nonscientists</li> <li>• Training and mentoring individuals</li> <li>• Seeking advice from advisors and mentors</li> <li>• Negotiating difficult conversations</li> <li>• Upholding commitments and meeting deadlines</li> <li>• Managing data and resources</li> <li>• Demonstrating responsible authorship and publication practices</li> <li>• Demonstrating responsible conduct in human research</li> <li>• How to interview</li> <li>• How to negotiate</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity/innovative thinking</li> <li>• Writing for nonscientists</li> <li>• Teaching in a classroom setting</li> <li>• Demonstrating workplace etiquette</li> <li>• Maintaining positive relationships with colleagues</li> <li>• Contributing to institution (e.g. participate on committees)</li> <li>• Providing instruction and guidance</li> <li>• Providing constructive feedback</li> <li>• Planning and organizing projects</li> <li>• Time management</li> <li>• Developing/managing budgets</li> <li>• Serving as a role model</li> <li>• Careful recordkeeping practices</li> <li>• Understanding of data ownership/sharing issues</li> <li>• How to maintain a professional network</li> <li>• How to identify career options</li> </ul>	<ul style="list-style-type: none"> <li>• Basic writing and editing</li> <li>• Speaking clearly and effectively</li> <li>• Complying with rules and regulations</li> <li>• Dealing with conflict</li> <li>• Delegating responsibilities</li> <li>• Leading and motivating others</li> <li>• Creating vision and goals</li> </ul>

## Interests Summary

1 <b>I would like to never do this in my career</b>	2	3	4	5 <b>I would like to do this often in my career</b>
<ul style="list-style-type: none"> <li>Performing research with animal subjects</li> </ul>	<ul style="list-style-type: none"> <li>Representing data in figures/illustrations</li> <li>Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)</li> <li>Analyzing financial data or budgets</li> </ul>	<ul style="list-style-type: none"> <li>Designing experiments</li> <li>Writing grant proposals</li> <li>Writing scientific manuscripts</li> <li>Writing project reports or other business-related correspondence</li> <li>Building new devices or developing/refining techniques</li> <li>Developing curricula</li> <li>Assessing business trends and strategies, entrepreneurial ideas</li> </ul>	<ul style="list-style-type: none"> <li>Performing experiments</li> <li>Analyzing experimental results</li> <li>Planning new scientific projects or developing new research directions</li> <li>Writing position papers or policy papers</li> <li>Learning how to use new equipment or techniques</li> <li>Performing research with human subjects</li> <li>Writing about science to non-scientists</li> <li>Mentoring or teaching one-on-one</li> <li>Developing collaborations</li> <li>Serving on committees</li> <li>Working in a team</li> <li>Networking with others</li> <li>Work-related travel</li> <li>Organizing things, creating systems in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>Creating presentations</li> <li>Giving presentations about science</li> <li>Reading papers in your field</li> <li>Learning about other fields</li> <li>Thinking about science</li> <li>Keeping up with current events in science</li> <li>Discussing science with others</li> <li>Attending conferences or scientific meetings</li> <li>Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)</li> <li>Teaching in a classroom setting</li> <li>Speaking about science to non-scientists</li> <li>Negotiating agreements</li> <li>Planning or organizing events</li> <li>Leading or supervising others</li> </ul>

## Values Summary

1	2	3	4	5
Unimportant				Essential
<ul style="list-style-type: none"> <li>Physically Challenging: have a job that requires high physical demands</li> </ul>	<ul style="list-style-type: none"> <li>Fast Pace: work in a busy atmosphere with frequent deadlines</li> <li>Independence: work with little direction from others</li> <li>Not Physically Challenging: have a job that does not require high physical demands</li> <li>Flexible Schedule: have some choice over the hours or days that I work</li> <li>Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Teamwork: work in collaboration with others as part of a team</li> <li>Intellectual Challenge: perform work that is intellectually stimulating</li> <li>Expert Status: be acknowledged as an expert in a given field</li> <li>Aesthetics: appreciate the beauty of things and ideas that I work with</li> <li>Job Tranquility: work in a low pressure environment</li> </ul>	<ul style="list-style-type: none"> <li>Help Others: be involved with directly helping individuals or small groups</li> <li>People Contact: have day-to-day contact with clients or colleagues</li> <li>Friendships: Develop close personal relationships with people at work</li> <li>Congenial Atmosphere: work with friendly colleagues</li> <li>Competition: engage in activities that test my abilities/achievements against others' abilities/achievements</li> <li>Supervision: be directly responsible for work done by others</li> <li>Influence People: be in a position to change attitudes or opinions of other people</li> <li>Work Alone: work on projects by myself, with little contact with others</li> <li>Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas</li> <li>Creativity: originate and develop new ideas</li> <li>Predictability: have job duties that are similar day-to-day</li> </ul>	<ul style="list-style-type: none"> <li>Help Society: contribute to betterment of world</li> <li>Make Decisions: have authority to decide courses of action, policies, etc.</li> <li>Job Security: be assured of keeping my job and salary</li> <li>Benefits Available: have health, retirement, tuition reimbursements, etc.</li> <li>Recognition: be recognized or appreciated for the quality of my work</li> <li>Location: live in a place which is conducive to my lifestyle</li> <li>Professional Development: have a job with opportunities for growth or promotions</li> </ul>

			<ul style="list-style-type: none"> <li>• Variety: have job duties that change frequently</li> <li>• Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result</li> <li>• Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life</li> <li>• Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues</li> <li>• Work/Life Balance: balance time spent at work and time spent doing other activities</li> <li>• Exercise Competence: take advantage of my strongest talents and skills on a regular basis</li> <li>• Learn New Things: be challenged to learn new skills or knowledge on a regular basis</li> <li>• High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job</li> </ul>	
--	--	--	---	--



# Career Exploration Summary

## Career Resources

## Events

## Networking

## Career Advancement Goals

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

*No goals.*

### Learn more about particular career options

*Name:* Contact my colleges environmental law advisor and my faculty advisor.

*Frequency:*

*Start date:* 6/20/2021

*End date:* 8/13/2021

*Accountability:* I will tell my faculty advisor that I want to discuss career options . He will ask me if I have.

*Completed:* No

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

*Name:* Get experience specific to environmental law and policy

*Frequency:* monthly

*Start date:* 7/1/2021

*End date:* 12/31/2021

*Accountability:* Contact my schools environmental law advisor to give me opportunities and check that I did at least one.

*Completed:* No

### Develop career-specific skills

*Name:* Through internships and experience, hone in on the skills taught

*Frequency:*

*Start date:*

*End date:* 12/31/2021

*Accountability:*  
*Completed:* No

## Get involved in a local/regional committee or group

*Name:* Get more involved with the policy side of NYPIRG  
*Frequency:* weekly  
*Start date:* 6/22/2021  
*End date:* 12/14/2021  
*Accountability:* Ask the lead of the NYPIRG to look up my attendance (we have to sign in to meetings)  
*Completed:* No

## Skills Development Goals

### Critical evaluation of scientific literature

*No goals.*

### Interpretation of data

*No goals.*

### Navigating the peer review process

*No goals.*

### Writing for nonscientists

*No goals.*

### Upholding commitments and meeting deadlines

*No goals.*

### Managing data and resources

*No goals.*

## How to identify career options

*No goals.*

---

## Project Completion Goals

### Prepare presentation (talk, poster, etc.)

*Name:* Present a presentation about an environmental justice issue

*Frequency:*

*Start date:* 8/23/2021

*End date:* 12/17/2021

*Accountability:* This should occur during my fall semester and I will be held accountable by faculty or my Professors

*Completed:* No

### Prepare for qualifying exam

*Name:* Study for Spring 2022 LSAT exam

*Frequency:*

*Start date:* 7/1/2021

*End date:* 12/31/2021

*Accountability:* I will meet with a tutor monthly to track my progress

*Completed:* No

---