

Individual Development Plan

for
Cassiel Padilla

Personal Information

Title:

Institution: Universidad de Puerto Rico Aguadilla

IDP last modified: 6/16/2021

Career Plans Summary

Plan A

Long Term Goal: Research-related career

Short Term Goal: not specified

Plan B

Long Term Goal: Toxicology/Air or water quality

Short Term Goal: not specified

SMART Goal Summary

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

Self Assessment Summary

Strong Skills

- Broad based knowledge of science
- Basic writing and editing

Weak Skills

- Seeking advice from advisors and mentors
- How to maintain a professional network

Top Interests

- Performing experiments
- Analyzing experimental results
- Representing data in figures/illustrations
- Learning about other fields
- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)

Activities To Avoid

- Planning or organizing events

Top Values

- Intellectual Challenge: perform work that is intellectually stimulating
 - Benefits Available: have health, retirement, tuition reimbursements, etc.
 - Location: live in a place which is conducive to my lifestyle
 - 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
 - High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job
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Self Assessment Summary Tables

Skills Summary

1 Highly deficient	2	3	4	5 Highly proficient
<ul style="list-style-type: none"> Seeking advice from advisors and mentors How to maintain a professional network 	<ul style="list-style-type: none"> Developing/managing budgets 	<ul style="list-style-type: none"> Experimental design Creativity/innovative thinking Navigating the peer review process 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) Planning and organizing projects Delegating responsibilities Leading and motivating others Creating vision and goals Serving as a role model How to identify career options How to prepare application materials How to interview How to negotiate 	<ul style="list-style-type: none"> Critical evaluation of scientific literature Statistical analysis Interpretation of data Writing scientific publications Writing grant proposals Writing for nonscientists Speaking clearly and effectively Presenting research to scientists Presenting to nonscientists Demonstrating workplace etiquette Complying with rules and regulations Upholding commitments and meeting deadlines Maintaining positive relationships with colleagues Providing instruction and guidance Providing constructive feedback Dealing with conflict Time management Managing data and resources Careful recordkeeping practices Understanding of data 	<ul style="list-style-type: none"> Broad based knowledge of science Basic writing and editing

			<p>ownership/sharing issues</p> <ul style="list-style-type: none"> • Demonstrating responsible authorship and publication practices • 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 • Deep knowledge of my specific research area • Technical skills related to my specific research area 	
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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
<ul style="list-style-type: none"> Planning or organizing events 	<ul style="list-style-type: none"> Attending conferences or scientific meetings Developing collaborations Negotiating agreements Analyzing financial data or budgets Serving on committees Networking with others Organizing things, creating systems in the workplace 	<ul style="list-style-type: none"> Writing grant proposals Discussing science with others Building new devices or developing/refining techniques Performing research with human subjects Developing curricula Writing about science to non-scientists Speaking about science to non-scientists Mentoring or teaching one-on-one Assessing business trends and strategies, entrepreneurial ideas Leading or supervising others 	<ul style="list-style-type: none"> Designing experiments Planning new scientific projects or developing new research directions Writing scientific manuscripts Writing project reports or other business-related correspondence Writing position papers or policy papers Creating presentations Giving presentations about science Reading papers in your field Thinking about science Keeping up with current events in science 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 Teaching in a classroom setting Working in a team 	<ul style="list-style-type: none"> Performing experiments Analyzing experimental results Representing data in figures/illustrations Learning about other fields Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)

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|--|--|--|---|--|
| | | | <ul style="list-style-type: none">• Work-related travel | |
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Values Summary

1	2	3	4	5
Unimportant				Essential
	<ul style="list-style-type: none"> • People Contact: have day-to-day contact with clients or colleagues • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Not Physically Challenging: have a job that does not require high physical demands • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues 	<ul style="list-style-type: none"> • Teamwork: work in collaboration with others as part of a team • Make Decisions: have authority to decide courses of action, policies, etc. • 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 attitudes or opinions of other people • Work Alone: work on projects by myself, with little contact with others • Independence: work with little direction from others • 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 • Predictability: have job duties that are similar day-to-day • Variety: have job duties that change frequently 	<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 • Creativity: originate and develop new ideas • Aesthetics: appreciate the beauty of things and ideas that I work with • Job Security: be assured of keeping my job and salary • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Physically Challenging: have a job that requires high physical demands • Flexible Schedule: have some choice over the hours or days that I work • Professional Development: have a job with 	<ul style="list-style-type: none"> • Intellectual Challenge: perform work that is intellectually stimulating • Benefits Available: have health, retirement, tuition reimbursements, etc. • Location: live in a place which is conducive to my lifestyle • 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 • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

		<ul style="list-style-type: none"> • Recognition: be recognized or appreciated for the quality of my work • 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 	<p>opportunities for growth or promotions</p> <ul style="list-style-type: none"> • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. 	
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Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Seek mentorship

Name: Find professionals in environmental science related careers to connect with
Frequency:
Start date:
End date:
Accountability:
Completed: No

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

Name: Apply to at least one conference in the next year
Frequency:
Start date:
End date:
Accountability:
Completed: No

Enhance my professional network

No goals.

Develop a job search strategy and timeline

Name: Search for environmental science related jobs during the summer
Frequency:
Start date:
End date:
Accountability:

Completed: No

Name: Determine whether I'll take a year off to work or go straight to grad school

Frequency:

Start date:

End date:

Accountability:

Completed: No

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

Name: Update CV/resume

Frequency:

Start date:

End date:

Accountability:

Completed: No

Skills Development Goals

Seeking advice from advisors and mentors

Name: Get in touch with professors at home university to discuss career/grad school options

Frequency:

Start date:

End date:

Accountability:

Completed: No

How to maintain a professional network

No goals.

Statistical analysis

Name: Brush up on R, revise latest updates on statistics packages

Frequency: daily

Start date:

End date:

Accountability:

Completed: No

Project Completion Goals

Complete current experiments

Name: Search for ways to improve upon the experiment's design (pipefish tagging etc.)
Frequency:
Start date:
End date:
Accountability:
Completed: No

Mentoring Summary

Mentor

Role

Dr. Brenda Ramos
Dr. Llinil Torres
Dr. Aida Mendez

Advisor (Toxicology/Environmental Chemistry)
Advisor (Environmental Science)
Advisor (Chemistry)