

Individual Development Plan

for
Anna Silverstein

Personal Information

Title:

Institution:

IDP last modified: 6/17/2021

Career Plans Summary

Plan A

Long Term Goal: Researcher/Professor

Short Term Goal: Complete BA and apply for graduate degree

Plan B

Long Term Goal: Researcher

Short Term Goal: Complete BA and apply for graduate degree

SMART Goal Summary

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

Self Assessment Summary

Strong Skills

- Basic writing and editing
- Writing for nonscientists
- Speaking clearly and effectively
- Seeking advice from advisors and mentors
- Providing constructive feedback
- How to interview

Weak Skills

- Navigating the peer review process
- Can identify and address research misconduct

Top Interests

- Reading papers in your field
- Learning about other fields
- Thinking about science
- Discussing science with others
- Attending conferences or scientific meetings
- Learning how to use new equipment or techniques
- Teaching in a classroom setting
- Developing curricula
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Organizing things, creating systems in the workplace

Activities To Avoid

- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas

Top Values

- Help Society: contribute to betterment of world
 - Intellectual Challenge: perform work that is intellectually stimulating
 - Predictability: have job duties that are similar day-to-day
 - Job Security: be assured of keeping my job and salary
 - Benefits Available: have health, retirement, tuition reimbursements, etc.
 - Location: live in a place which is conducive to my lifestyle
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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"> • Navigating the peer review process • Can identify and address research misconduct | <ul style="list-style-type: none"> • Writing grant proposals • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Developing/managing budgets • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Demonstrating responsible authorship and publication practices • Can identify and manage conflict of interest • How to negotiate | <ul style="list-style-type: none"> • Broad based knowledge of science • Critical evaluation of scientific literature • Interpretation of data • Presenting research to scientists • Teaching in a classroom setting • Training and mentoring individuals • Negotiating difficult conversations • Upholding commitments and meeting deadlines • Dealing with conflict • Managing data and resources • Serving as a role model • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • How to maintain a professional network • How to identify career options • How to prepare application materials • Deep knowledge of my specific | <ul style="list-style-type: none"> • Experimental design • Statistical analysis • Creativity/innovative thinking • Writing scientific publications • Presenting to nonscientists • Demonstrating workplace etiquette • Complying with rules and regulations • Maintaining positive relationships with colleagues • Providing instruction and guidance • Planning and organizing projects • Time management • Delegating responsibilities • Leading and motivating others • Creating vision and goals | <ul style="list-style-type: none"> • Basic writing and editing • Writing for nonscientists • Speaking clearly and effectively • Seeking advice from advisors and mentors • Providing constructive feedback • How to interview |

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

| | | | | |
|--|--|--|---|--|
| | | | <ul style="list-style-type: none">• Working in a team• Work-related travel | |
|--|--|--|---|--|

Values Summary

| 1 Unimportant | 2 | 3 | 4 | 5 Essential |
|--|--|---|---|---|
| <ul style="list-style-type: none"> Supervision: be directly responsible for work done by others Not Physically Challenging: have a job that does not require high physical demands | <ul style="list-style-type: none"> Teamwork: work in collaboration with others as part of a team Fast Pace: work in a busy atmosphere with frequent deadlines 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 | <ul style="list-style-type: none"> People Contact: have day-to-day contact with clients or colleagues Friendships: Develop close personal relationships with people at work Competition: engage in activities that test my abilities/achievements against others' abilities/achievements Make Decisions: have authority to decide courses of action, policies, etc. Work Alone: work on projects by myself, with little contact with others Independence: work with little direction from others Expert Status: be acknowledged as an expert in a given field Aesthetics: appreciate the beauty of things and ideas that I work with Variety: have job duties that change frequently 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 | <ul style="list-style-type: none"> 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 Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas Creativity: originate and develop new ideas Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life 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. Exercise Competence: take advantage of my strongest talents | <ul style="list-style-type: none"> Help Society: contribute to betterment of world Intellectual Challenge: perform work that is intellectually stimulating Predictability: have job duties that are similar day-to-day Job Security: be assured of keeping my job and salary Benefits Available: have health, retirement, tuition reimbursements, etc. Location: live in a place which is conducive to my lifestyle |

| | | | | |
|--|--|--|--------------------------------------|--|
| | | <ul style="list-style-type: none"> • Physically Challenging: have a job that requires high physical demands • Professional Development: have a job with opportunities for growth or promotions • Job Tranquility: work in a low pressure environment • 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 | <p>and skills on a regular basis</p> | |
|--|--|--|--------------------------------------|--|

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Enhance my professional network

Name: Meet with and/or shadow professionals in my fields of interest

Frequency:

Start date:

End date:

Accountability:

Completed: No

Name: Practice and improve networking skills

Frequency:

Start date:

End date:

Accountability:

Completed: No

Skills Development Goals

Broad based knowledge of science

Name: Re-familiarize myself with R

Frequency:

Start date:

End date:

Accountability:

Completed: No

Name: Brush up on microbiology basics

Frequency:

Start date:

End date:
Accountability:
Completed: No

Deep knowledge of my specific research area

Name: Read 1-2 additional marine ecology papers a week to improve background knowledge and confidence
Frequency:
Start date:
End date:
Accountability:
Completed: No

Presenting research to scientists

Name: Prepare poster for conference/presentation (at Mount Holyoke)
Frequency:
Start date:
End date:
Accountability:
Completed: No

Name: Apply to conference by end of summer
Frequency:
Start date:
End date:
Accountability:
Completed: No

Project Completion Goals

Plan future direction for my research

Name: Read 1 syngnathidae paper a week
Frequency:
Start date:
End date:
Accountability:
Completed: No

Develop/manage collaborations

Name: Develop schedule with Cassiel for research

Frequency:

Start date:

End date:

Accountability:

Completed: No

Name: Explore ways to best collaborate with high school interns

Frequency:

Start date:

End date:

Accountability:

Completed: No

Prepare presentation (talk, poster, etc.)

Name: Prepare poster for conference/presentation (at Mount Holyoke)

Frequency:

Start date:

End date:

Accountability:

Completed: No