

Individual Development Plan

for
Lauryn Tham

Personal Information

Title:

Institution: Los Angeles Harbor College

IDP last modified: 6/17/2021

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

- By the end of BUÉE, I will be able to interpret data in order to uncover patterns and trends at a more sophisticated level in my research papers. [daily]
- By the end of BUÉE, I will have a list of at least 10 internships I am going to apply to in the fall, and I will find 3 new places to volunteer at that correlates to my career. [monthly]
- By the end of BUÉE, I will have made 20 new connections on LinkedIn
- By next summer, I will have a part-time job related to my field of study
- By the end of BUÉE, I will have experienced the process of one scientific publication
- By the end of BUÉE, I will have presented one research project to scientist
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on
- By the end of BUÉE, I will have presented one poster to scientist
- By end of summer I will be enrolled in an MCAT prep course

July, 2021

- By the end of BUÉE, I will be able to interpret data in order to uncover patterns and trends at a more sophisticated level in my research papers. [daily]
- By the end of BUÉE, I will have a list of at least 10 internships I am going to apply to in the fall, and I will find 3 new places to volunteer at that correlates to my career. [monthly]
- By the end of BUÉE, I will have made 20 new connections on LinkedIn
- By next summer, I will have a part-time job related to my field of study
- By the end of BUÉE, I will have experienced the process of one scientific publication
- By the end of BUÉE, I will have presented one research project to scientist
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on
- By the end of BUÉE, I will have presented one poster to scientist
- By end of summer I will be enrolled in an MCAT prep course

August, 2021

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

September, 2021

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

October, 2021

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

November, 2021

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

December, 2021

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

January, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

February, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

March, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

April, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

May, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

June, 2022

- By next summer, I will have a part-time job related to my field of study
- By next summer, I will have taken part in at least 10 current experiments
- By the end of grad school I will have an area of research in mind to focus on

Self Assessment Summary

Strong Skills

- Creativity/innovative thinking

- Navigating the peer review process
- Basic writing and editing
- Speaking clearly and effectively
- Presenting to nonscientists
- Training and mentoring individuals
- Seeking advice from advisors and mentors
- Negotiating difficult conversations
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Providing constructive feedback
- Planning and organizing projects
- Time management
- Delegating responsibilities
- Leading and motivating others
- Creating vision and goals
- Serving as a role model
- Careful recordkeeping practices
- Understanding of data ownership/sharing issues
- 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

Weak Skills

- Statistical analysis
- Writing scientific publications
- Writing grant proposals

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- 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

- Learning how to use new equipment or techniques
- Building new devices or developing/refining 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
- Speaking about science to non-scientists
- Developing collaborations
- Negotiating agreements
- Working in a team
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace

Activities To Avoid

- Writing grant proposals
- Writing project reports or other business-related correspondence
- Writing position papers or policy papers
- Creating presentations
- Representing data in figures/illustrations
- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Developing curricula
- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas
- Serving on committees

Top Values

- 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
- Congenial Atmosphere: work with friendly colleagues
- Competition: engage in activities that test my abilities/achievements against others' abilities/achievements
- Influence People: be in a position to change attitudes or opinions of other people
- Intellectual Challenge: perform work that is intellectually stimulating
- 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
- 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.
- 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

- 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
 - Flexible Schedule: have some choice over the hours or days that I work
 - 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.
 - 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"> • Statistical analysis • Writing scientific publications • Writing grant proposals 	<ul style="list-style-type: none"> • Writing for nonscientists • Teaching in a classroom setting • Developing/managing budgets • Demonstrating responsible authorship and publication practices • How to identify career options 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Presenting research to scientists • Managing data and resources • How to maintain a professional network • How to negotiate 	<ul style="list-style-type: none"> • Broad based knowledge of science • Experimental design • Interpretation of data • Providing instruction and guidance • Dealing with conflict • How to prepare application materials • How to interview • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Creativity/innovative thinking • Navigating the peer review process • Basic writing and editing • Speaking clearly and effectively • Presenting to nonscientists • Training and mentoring individuals • Seeking advice from advisors and mentors • Negotiating difficult conversations • Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Providing constructive feedback

				<ul style="list-style-type: none">• Planning and organizing projects• Time management• Delegating responsibilities• Leading and motivating others• Creating vision and goals• Serving as a role model• Careful recordkeeping practices• Understanding of data ownership/sharing issues• 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
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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"> • Writing grant proposals • Writing project reports or other business-related correspondence • Writing position papers or policy papers • Creating presentations • Representing data in figures/illustrations • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Developing curricula • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas • Serving on committees 	<ul style="list-style-type: none"> • Planning or organizing events • Leading or supervising others 	<ul style="list-style-type: none"> • Writing scientific manuscripts • Teaching in a classroom setting • Writing about science to non-scientists • Mentoring or teaching one-on-one 	<ul style="list-style-type: none"> • Reading papers in your field 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions • 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 • Learning how to use new equipment or techniques • Building new devices or developing/refining techniques • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Performing research with animal subjects

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| | | | | <ul style="list-style-type: none">• Performing research with human subjects• Speaking about science to non-scientists• Developing collaborations• Negotiating agreements• Working in a team• Networking with others• Work-related travel• Organizing things, creating systems in the workplace |
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Values Summary

1 Unimportant	2	3	4	5 Essential
<ul style="list-style-type: none"> Supervision: be directly responsible for work done by others Work Alone: work on projects by myself, with little contact with others Independence: work with little direction from others 	<ul style="list-style-type: none"> Make Decisions: have authority to decide courses of action, policies, etc. Predictability: have job duties that are similar day-to-day Job Tranquility: work in a low pressure environment 	<ul style="list-style-type: none"> Help Society: contribute to betterment of world Physically Challenging: have a job that requires high physical demands Not Physically Challenging: have a job that does not require high physical demands 	<ul style="list-style-type: none"> Help Others: be involved with directly helping individuals or small groups Fast Pace: work in a busy atmosphere with frequent deadlines 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 Teamwork: work in collaboration with others as part of a team Friendships: Develop close personal relationships with people at work Congenial Atmosphere: work with friendly colleagues Competition: engage in activities that test my abilities/achievements against others' abilities/achievements Influence People: be in a position to change attitudes or opinions of other people Intellectual Challenge: perform work that is intellectually stimulating 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 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.
- 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
- 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
- Flexible Schedule: have some choice over the hours or days that I work
- 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.
- Exercise Competence: take advantage of my strongest talents and

				<p>skills on a regular basis</p> <ul style="list-style-type: none">• 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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Career Exploration Summary

Career Resources

6/17/2021 <https://cheekyscientist.com/why-its-better-to-be-research-scientist-in-industry-than-in-academia/> Reasons It's Better To Be A Research Scientist In Industry Than In Academia

Events

6/17/2021 Career Workshops LAHC weekly event

Networking

6/17/2021 Ki Chang , Plastics USC intern

6/17/2021 Albert Yen, Biology USC

Career Advancement Goals

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

By the end of BUÉE, I will have a list of at least 10 internships I am going to apply to in the fall, and I will find 3 new places to volunteer at that correlates to my career.

Frequency: monthly

Start date: 6/17/2021

End date: 8/13/2021

Accountability: I will set weekly reminders to make sure I have found at least 2 new internship for the list

Completed: No

Enhance my professional network

Name: By the end of BUÉE, I will have made 20 new connections on LinkedIn

Frequency:

Start date: 6/17/2021

End date: 8/13/2021

Accountability: LinkedIn Reminders

Completed: No

Get involved in a professional organization

Name: By next summer, I will have a part-time job related to my field of study

Frequency:

Start date: 6/17/2021

End date: 6/17/2022
Accountability: reminders and career counselors
Completed: No

Skills Development Goals

Statistical analysis

Name: By the end of BUÉE, I will be able to interpret data in order to uncover patterns and trends at a more sophisticated level in my research papers.
Frequency: daily
Start date: 6/17/2021
End date: 8/13/2021
Accountability: I will constantly compare my skills to my pre-existing papers. I will ask my mentors for guidance every day we are analyzing data.
Completed: No

Writing scientific publications

Name: By the end of BUÉE, I will have experienced the process of one scientific publication
Frequency:
Start date: 6/17/2021
End date: 8/13/2021
Accountability: Follow the work of mentors
Completed: No

Presenting research to scientists

Name: By the end of BUÉE, I will have presented one research project to scientist
Frequency:
Start date: 6/17/2021
End date: 8/13/2021
Accountability: BUÉE solo project
Completed: No

Project Completion Goals

Complete current experiments

Name: By next summer, I will have taken part in at least 10 current experiments
Frequency:
Start date: 6/17/2021
End date: 6/17/2022
Accountability: Every semester I will line up my research with my courses
Completed: No

Plan future direction for my research

Name: By the end of grad school I will have an area of research in mind to focus on
Frequency:
Start date: 6/17/2021
End date: 6/17/2027
Accountability: Reminder
Completed: No

Prepare presentation (talk, poster, etc.)

Name: By the end of BUÉE, I will have presented one poster to scientist
Frequency:
Start date: 6/17/2021
End date: 8/13/2021
Accountability: BUÉE solo project
Completed: No

Prepare for qualifying exam

Name: By end of summer I will be enrolled in an MCAT prep course
Frequency:
Start date: 6/17/2021
End date: 8/13/2021
Accountability: Reminder
Completed: No

Mentoring Summary

Mentor

Barb Christie

Role

PREMED counselor

Chester Zarnoch
Stephen Gosnell
Vivika Harbor

Stem related research
Stem related research
Stem related research