

Individual Development Plan

for
Xylo Lazrinth

Personal Information

Current Role: BS Student

Institution:

IDP last modified: 6/18/2023

Career Plans Summary

Plan A

Long Term Goal: Research staff in a research-intensive institution

Short Term Goal: grad school

Plan B

Long Term Goal: Combined research and teaching career

Short Term Goal: grad school, teaching experience

SMART Goal Summary

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

June 2023

- Finalize experimental design and put into practice
- Develop linkedin profile and CV
- Learn how to use R

July 2023

- Finalize experimental design and put into practice
- Learn how to network
- Attend conferences

August 2023

- Learn how to network

- Attend conferences

September 2023

- Learn how to network
 - Attend conferences
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Self Assessment Summary

Strong Skills

- Writing for nonscientists
- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Providing constructive feedback
- Dealing with conflict
- 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

Weak Skills

- Writing grant proposals
- Teaching in a classroom setting
- How to negotiate

Top Interests

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

- Representing data in figures/illustrations
- Giving presentations about science
- 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
- 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

Activities To Avoid

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

Top Values

- 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
 - Benefits Available: have health, retirement, tuition reimbursements, etc.
 - Learn New Things: be challenged to learn new skills or knowledge on a regular basis
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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"> • Writing grant proposals • Teaching in a classroom setting • How to negotiate 	<ul style="list-style-type: none"> • Statistical analysis • Interpretation of data • Negotiating difficult conversations • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • How to interview 	<ul style="list-style-type: none"> • Broad based knowledge of science • Critical evaluation of scientific literature • Navigating the peer review process • Writing scientific publications • Developing/managing budgets • Demonstrating responsible authorship and publication practices • Can identify and address research misconduct • Can identify and manage conflict of interest • How to maintain a professional network • How to identify career options • How to prepare application materials • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Experimental design • Creativity/innovative thinking • Basic writing and editing • Speaking clearly and effectively • Presenting research to scientists • Presenting to nonscientists • Training and mentoring individuals • Providing instruction and guidance • Planning and organizing projects • Managing data and resources • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Writing for nonscientists • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues • Providing constructive feedback • Dealing with conflict • 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



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 grant proposals • Performing research with human subjects • Serving on committees • Work-related travel 	<ul style="list-style-type: none"> • Writing project reports or other business-related correspondence • Writing position papers or policy papers • Building new devices or developing/refining techniques • Teaching in a classroom setting • Developing curricula • Negotiating agreements • Networking with others • Planning or organizing events • Leading or supervising others 	<ul style="list-style-type: none"> • Writing scientific manuscripts • Reading papers in your field • Learning about other fields • Writing about science to non-scientists • Speaking about science to non-scientists • Mentoring or teaching one-on-one • Developing collaborations • Working in a team • Organizing things, creating systems in the workplace 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions • Creating presentations • Representing data in figures/illustrations • Giving presentations about science • 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 • 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)
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- Performing research with animal subjects
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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 • 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 • Not Physically Challenging: have a job that does not require high physical demands • Flexible Schedule: have some choice over the hours or days that I work • Job Tranquility: work in a low pressure environment 	<ul style="list-style-type: none"> • Help Others: be involved with directly helping individuals or small groups • People Contact: have day-to-day contact with clients or colleagues • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Fast Pace: work in a busy atmosphere with frequent deadlines • Independence: work with little direction from others • Predictability: have job duties that are similar day-to-day • Variety: have job duties that change frequently • Location: live in a place which is conducive to my lifestyle • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues • 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 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • 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 • Make Decisions: have authority to decide courses of action, policies, etc. • 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 • Job Security: be assured of keeping my job and salary • 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 • Family Friendly: have a job with policies supportive 	<ul style="list-style-type: none"> • 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 • Benefits Available: have health, retirement, tuition reimbursements, etc. • Learn New Things: be challenged to learn new skills or knowledge on a regular basis

			<p>of families, including day care, flexible work schedules, etc.</p> <ul style="list-style-type: none"> • Exercise Competence: take advantage of my strongest talents and skills 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

Events

Networking

Career Advancement Goals

Enhance personal wellness

No goals.

Learn more about particular career options

No goals.

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

No goals.

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

Name: Attend conferences

Frequency:

Start date: 8/15/2023

End date: 9/30/2023

Accountability: Look for conference I can attend to present BUEE research project

Completed: No

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

Name: Develop linkedin profile and CV

Frequency:

Start date: 6/25/2023

End date: 6/30/2023

Accountability: Update old resume, incorporate newer activities

Completed: No

Prepare for interviews

No goals.

Skills Development Goals

Statistical analysis

Name: Learn how to use R

Frequency:

Start date: 6/25/2023

End date: 7/8/2023

Accountability: Attend workshop, watch tutorials

Completed: No

Speaking clearly and effectively

No goals.

How to maintain a professional network

Name: Learn how to network

Frequency:

Start date: 7/20/2023

End date: 9/30/2023

Accountability: Ask PI/mentor questions, reach out to PI's from grad schools of interest

Completed: No

Project Completion Goals

Complete current experiments

Name: Finalize experimental design and put into practice

Frequency:

Start date: 6/19/2023

End date: 8/6/2023

Accountability: Work on project daily, look at related experiments and literature

Completed: No

Mentoring Summary

Mentor

Dr. Anthony Wilson

Role

Providing insight/advice relevant to research project and research area