Individual Development Plan

for
Solveig Olson

Personal Information

Current Role: BS Student
Institution:
IDP last modified: 6/20/2024

Career Plans Summary

Plan A

Long Term Goal: Produce work that benefits conservation efforts
Short Term Goal: I need an opportunity that would help me improve creativity, writing, and communication skills

Plan B

Long Term Goal: Serving the community
Short Term Goal: More experience with NGOs

SMART Goal Summary

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

June 2024

- Read up on opportunities for graduating undergrads [weekly]
- I will strive to complete my projects in Muth Lab [daily]
- Watch a YouTube video every week on a different statistical skill and learn why certain tests are used over others [weekly]

July 2024

- Read up on opportunities for graduating undergrads [weekly]
- I will strive to complete my projects in Muth Lab [daily]
- Watch a YouTube video every week on a different statistical skill and learn why certain tests are used over others [weekly]

August 2024

- Read up on opportunities for graduating undergrads [weekly]
- Watch a YouTube video every week on a different statistical skill and learn why certain tests are used over others [weekly]

Self Assessment Summary

Strong Skills

- Navigating the peer review process
- Writing for nonscientists
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- Dealing with conflict
- Time management
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research

Weak Skills

- How to interview
- How to negotiate

Top Interests

- Designing experiments
- Performing experiments
- Planning new scientific projects or developing new research directions
- Writing project reports or other business-related correspondence
- Reading papers in your field
- Learning about other fields
- Discussing science with others
- Attending conferences or scientific meetings
- 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
- Developing collaborations
- Working in a team
- Networking with others
- Work-related travel

Activities To Avoid

- Teaching in a classroom setting
- Developing curricula

Top Values

- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life
- Professional Development: have a job with opportunities for growth or promotions
- Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.

Self Assessment Summary Tables

Skills Summary

1 **Highly deficient**	2	3	4	5 **Highly proficient**
• How to interview • How to negotiate	• Creativity/innovative thinking • Writing grant proposals • Teaching in a classroom setting • How to maintain a professional network • How to prepare application materials	• Critical evaluation of scientific literature • Statistical analysis • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Leading and motivating others • Creating vision and goals • Understanding of data ownership/sharing issues • How to identify career options • Deep knowledge of my specific research area	• Broad based knowledge of science • Experimental design • Interpretation of data • Basic writing and editing • Writing scientific publications • Speaking clearly and effectively • Presenting research to scientists • Presenting to nonscientists • Training and mentoring individuals • Seeking advice from advisors and mentors • Negotiating difficult conversations • Demonstrating workplace etiquette • Providing instruction and guidance • Providing constructive feedback • Planning and organizing projects • Developing/managing budgets • Managing data and resources • Delegating responsibilities • Serving as a role model • Careful recordkeeping practices • Demonstrating responsible	• Navigating the peer review process • Writing for nonscientists • Complying with rules and regulations • Upholding commitments and meeting deadlines • Maintaining positive relationships with colleagues • Dealing with conflict • Time management • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research

			authorship and publication practices • Can identify and address research misconduct • Can identify and manage conflict of interest • 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
• Teaching in a classroom setting • Developing curricula	• Performing research with human subjects	• Writing grant proposals • Giving presentations about science • Building new devices or developing/refining techniques • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Negotiating agreements • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas • Serving on committees • Leading or supervising others	• Analyzing experimental results • Writing scientific manuscripts • Writing position papers or policy papers • Creating presentations • Representing data in figures/illustrations • Thinking about science • Keeping up with current events in science • Learning how to use new equipment or techniques • Writing about science to non-scientists • Speaking about science to non-scientists • Organizing things, creating systems in the workplace • Planning or organizing events	• Designing experiments • Performing experiments • Planning new scientific projects or developing new research directions • Writing project reports or other business-related correspondence • Reading papers in your field • Learning about other fields • Discussing science with others • Attending conferences or scientific meetings • 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 • Developing collaborations • Working in a team • Networking with others • Work-related travel

Values Summary

1 **Unimportant**	2	3	4	5 **Essential**
• People Contact: have day-to-day contact with clients or colleagues • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands	• Supervision: be directly responsible for work done by others • Work Alone: work on projects by myself, with little contact with others • Aesthetics: appreciate the beauty of things and ideas that I work with • Variety: have job duties that change frequently • 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	• Help Others: be involved with directly helping individuals or small groups • Teamwork: work in collaboration with others as part of a team • Influence People: be in a position to change attitudes or opinions of other people • Independence: work with little direction from others • Expert Status: be acknowledged as an expert in a given field • Creativity: originate and develop new ideas • Learn New Things: be challenged to learn new skills or knowledge on a regular basis	• Help Society: contribute to betterment of world • 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. • Fast Pace: work in a busy atmosphere with frequent deadlines • Intellectual Challenge: perform work that is intellectually stimulating • Recognition: be recognized or appreciated for the quality of my work • Location: live in a place which is conducive to my lifestyle • 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 • Status and Prestige: work in a position or organization which	• Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Professional Development: have a job with opportunities for growth or promotions • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.

			carries respect with my friends, family or colleagues • 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 • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job	

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Seek mentorship

No goals.

Learn more about particular career options

Name: Read up on opportunities for graduating undergrads
Frequency: weekly
Start date: 6/20/2024
End date: 8/20/2024
Accountability: I will set a reminder on my phone weekly to ensure that I put aside some time
Completed: No

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

No goals.

Prepare for interviews

No goals.

Prepare for negotiation of a job offer

No goals.

Skills Development Goals

Statistical analysis

Name: Watch a YouTube video every week on a different statistical skill and learn why certain tests are used over others
Frequency: weekly
Start date: 6/23/2024
End date: 8/20/2024
Accountability: I will set another timer on my phone to remind myself
Completed: No

Seeking advice from advisors and mentors

No goals.

How to interview

No goals.

Project Completion Goals

Complete current experiments

Name: I will strive to complete my projects in Muth Lab
Frequency: daily
Start date: 6/20/2024
End date: 8/10/2024
Accountability: I will be in lab every weekday so I will be able to hold myself accountable
Completed: No

Mentoring Summary

Mentor	Role
Dr. Muth	Lab mentor