

Individual Development Plan

for
Arianna Berrios

Personal Information

Current Role: BS Student

Institution:

IDP last modified: 6/20/2024

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 2024

- Figure out where I want to go after Davidson
- Research skills to develop

July 2024

- Figure out where I want to go after Davidson
- Research skills to develop

August 2024

- Figure out where I want to go after Davidson
- Research skills to develop

Self Assessment Summary

Strong Skills

- Basic writing and editing
- Speaking clearly and effectively
- Presenting to nonscientists
- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Maintaining positive relationships with colleagues
- Leading and motivating others
- Serving as a role model
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research

Weak Skills

- Teaching in a classroom setting
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Can identify and manage conflict of interest
- How to negotiate

Top Interests

- Performing experiments
- Analyzing experimental results
- Giving presentations about science
- Reading papers in your field
- 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)
- Developing collaborations
- Working in a team
- Work-related travel
- Leading or supervising others

Activities To Avoid

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

Top Values

- Help Society: contribute to betterment of world
 - People Contact: have day-to-day contact with clients or colleagues
 - Congenial Atmosphere: work with friendly colleagues
 - Intellectual Challenge: perform work that is intellectually stimulating
 - Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
 - 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
 - Benefits Available: have health, retirement, tuition reimbursements, etc.
 - 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
 - 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
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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"> • Teaching in a classroom setting • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Can identify and manage conflict of interest • How to negotiate 	<ul style="list-style-type: none"> • Statistical analysis • Navigating the peer review process • Writing for nonscientists • Training and mentoring individuals • Developing/managing budgets • Delegating responsibilities • Understanding of data ownership/sharing issues • How to identify career options • Deep knowledge of my specific research area 	<ul style="list-style-type: none"> • Broad based knowledge of science • Interpretation of data • Writing scientific publications • Negotiating difficult conversations • Dealing with conflict • Planning and organizing projects • Time management • Can identify and address research misconduct • How to maintain a professional network • How to prepare application materials 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Experimental design • Creativity/innovative thinking • Writing grant proposals • Presenting research to scientists • Upholding commitments and meeting deadlines • Providing instruction and guidance • Providing constructive feedback • Managing data and resources • Creating vision and goals • Careful recordkeeping practices • Demonstrating responsible authorship and publication practices • How to interview 	<ul style="list-style-type: none"> • Basic writing and editing • Speaking clearly and effectively • Presenting to nonscientists • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Complying with rules and regulations • Maintaining positive relationships with colleagues • Leading and motivating others • Serving as a role model • 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 • Writing project reports or other business-related correspondence • 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 human subjects • Developing curricula • Negotiating agreements 	<ul style="list-style-type: none"> • Planning new scientific projects or developing new research directions • Writing position papers or policy papers • Learning about other fields • Teaching in a classroom setting • Speaking about science to non-scientists • Serving on committees • Planning or organizing events 	<ul style="list-style-type: none"> • Designing experiments • Writing scientific manuscripts • Creating presentations • Representing data in figures/illustrations • Performing research with animal subjects • Writing about science to non-scientists • Mentoring or teaching one-on-one • Networking with others • Organizing things, creating systems in the workplace 	<ul style="list-style-type: none"> • Performing experiments • Analyzing experimental results • Giving presentations about science • Reading papers in your field • 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) • Developing collaborations • Working in a team • Work-related travel • Leading or supervising others

Values Summary

1 Unimportant	2	3	4	5 Essential
<ul style="list-style-type: none"> Physically Challenging: have a job that requires high physical demands 	<ul style="list-style-type: none"> 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 Work Alone: work on projects by myself, with little contact with others Variety: have job duties that change frequently 	<ul style="list-style-type: none"> Help Others: be involved with directly helping individuals or small groups Competition: engage in activities that test my abilities/achievements against others' abilities/achievements Independence: work with little direction from others Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result 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"> Teamwork: work in collaboration with others as part of a team Friendships: Develop close personal relationships with people at work Influence People: be in a position to change attitudes or opinions of other people Expert Status: be acknowledged as an expert in a given field Predictability: have job duties that are similar day-to-day Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life 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 People Contact: have day-to-day contact with clients or colleagues Congenial Atmosphere: work with friendly colleagues Intellectual Challenge: perform work that is intellectually stimulating Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas 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 Benefits Available: have health, retirement, tuition reimbursements, etc. Recognition: be recognized or appreciated for the quality of my work Location: live in a place which is

			<ul style="list-style-type: none"> • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job 	<p>conductive to my lifestyle</p> <ul style="list-style-type: none"> • Not Physically Challenging: have a job that does not require high physical demands • 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
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Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Enhance self-awareness of my career interests, skills, and values

No goals.

Learn more about particular career options

Name: Figure out where I want to go after Davidson

Frequency:

Start date: 6/20/2024

End date: 8/31/2024

Accountability: Establish and follow certain steps to achieve my goal

Completed: No

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

No goals.

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

No goals.

Develop career-specific skills

No goals.

Enhance my professional network

No goals.

Develop a job search strategy and timeline

No goals.

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

Presenting research to scientists

No goals.

Upholding commitments and meeting deadlines

No goals.

Delegating responsibilities

No goals.

Understanding of data ownership/sharing issues

No goals.

How to identify career options

No goals.

Deep knowledge of my specific research area

No goals.

Technical skills related to my specific research area

Name: Research skills to develop

Frequency:

Start date: 6/20/2024

End date: 8/31/2024

Accountability: Establish and follow certain steps to achieve my goal

Completed: No
