

Individual Development Plan

for
Nya Gasowski

Personal Information

Current Role: BS Student

Institution: American University

IDP last modified: 6/28/2024

Career Plans Summary

Plan A

social/education outreach and activism based on urban ecology and
Long Term Goal: environmental justice
Short Term Goal: educational outreach program (acquired), experience with more research

Plan B

Long Term Goal: science professor
Short Term Goal: higher education and more research experience

SMART Goal Summary

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

June 2024

- keep contact with important mentors I have already found [monthly]
- keep a strict planner and find a way to stay on top of assignments [daily]

July 2024

- keep contact with important mentors I have already found [monthly]
- keep a strict planner and find a way to stay on top of assignments [daily]

August 2024

- keep contact with important mentors I have already found [monthly]
- keep a strict planner and find a way to stay on top of assignments [daily]
- research tips on writing grant proposals and gain experience through ngo internship [weekly]

September 2024

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)
- research tips on writing grant proposals and gain experience through ngo internship [\[weekly\]](#)

October 2024

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)
- research tips on writing grant proposals and gain experience through ngo internship [\[weekly\]](#)

November 2024

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)
- research tips on writing grant proposals and gain experience through ngo internship [\[weekly\]](#)

December 2024

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)
- research tips on writing grant proposals and gain experience through ngo internship [\[weekly\]](#)

January 2025

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)

February 2025

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)

March 2025

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)

April 2025

- keep contact with important mentors I have already found [\[monthly\]](#)
- keep a strict planner and find a way to stay on top of assignments [\[daily\]](#)

May 2025

- keep contact with important mentors I have already found [monthly]
- keep a strict planner and find a way to stay on top of assignments [daily]

June 2025

- keep contact with important mentors I have already found [monthly]
 - keep a strict planner and find a way to stay on top of assignments [daily]
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Self Assessment Summary

Strong Skills

- Broad based knowledge of science
- Creativity/innovative thinking
- Basic writing and editing
- Writing for nonscientists
- Presenting to nonscientists
- Negotiating difficult conversations
- Complying with rules and regulations
- Maintaining positive relationships with colleagues
- Providing instruction and guidance
- Providing constructive feedback
- Dealing with conflict
- Planning and organizing projects
- Delegating responsibilities
- Leading and motivating others
- Creating vision and goals
- Serving as a role model
- Understanding of data ownership/sharing issues
- Demonstrating responsible authorship and publication practices
- 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
- How to prepare application materials
- How to interview

Weak Skills

Top Interests

- Giving presentations about science
- Reading papers in your field
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Discussing science with others
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Performing research with human subjects
- Teaching in a classroom setting
- Developing curricula
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Mentoring or teaching one-on-one
- Developing collaborations
- Negotiating agreements
- Serving on committees
- Working in a team
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

- Planning new scientific projects or developing new research directions
- Writing scientific manuscripts
- Writing project reports or other business-related correspondence

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups
- 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
- 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.
 - 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
 - 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
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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 grant proposals 	<ul style="list-style-type: none"> • Presenting research to scientists • Teaching in a classroom setting • Upholding commitments and meeting deadlines • Time management • Developing/managing budgets • Managing data and resources • How to negotiate • Deep knowledge of my specific research area • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Experimental design • Interpretation of data • Navigating the peer review process • Writing scientific publications • Speaking clearly and effectively • Training and mentoring individuals • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Careful recordkeeping practices • How to maintain a professional network • How to identify career options 	<ul style="list-style-type: none"> • Broad based knowledge of science • Creativity/innovative thinking • Basic writing and editing • Writing for nonscientists • Presenting to nonscientists • Negotiating difficult conversations • Complying with rules and regulations • Maintaining positive relationships with colleagues • Providing instruction and guidance • Providing constructive feedback • Dealing with conflict • Planning and organizing projects • Delegating responsibilities • Leading and motivating others • Creating vision and goals • Serving as a role model • Understanding of data ownership/sharing issues • Demonstrating responsible authorship and

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

				<ul style="list-style-type: none">• Working in a team• Networking with others• Work-related travel• Organizing things, creating systems in the workplace• Planning or organizing events• Leading or supervising others
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Values Summary

1 Unimportant	2	3	4	5 Essential
	<ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Supervision: be directly responsible for work done by others • Physically Challenging: have a job that requires high physical demands 	<ul style="list-style-type: none"> • Work Alone: work on projects by myself, with little contact with others • Independence: work with little direction from others • Predictability: have job duties that are similar day-to-day • Recognition: be recognized or appreciated for the quality of my work • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues • 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 	<ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Make Decisions: have authority to decide courses of action, policies, etc. • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • 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 • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • 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 • 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

				<ul style="list-style-type: none"> • 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. • 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 • 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
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Career Exploration Summary

Career Resources

6/28/2024 <https://www.science.org/content/article/transitioning-researcher-outreacher>

the idea of teaching and outreach sounds appealing to me

Events

6/28/2024 idk workshop

bee dip workshop and conversation with Dr. Wilson

Networking

6/28/2024 Simon Bird

provided me with information for the buee program

Career Advancement Goals

Seek mentorship

Name: keep contact with important mentors I have already found

Frequency: monthly

Start date: 6/28/2024

End date: 5/31/2026

Accountability: email mentors, meet with them occasionally and not be afraid to ask questions

Completed: No

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

No goals.

Learn more about particular career options

No goals.

Conduct informational interviews

No goals.

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

No goals.

Engage the public about science

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.

Get involved in a local/regional committee or group

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.

Join or form a peer group to help me follow through on my career advancement goals

No goals.

Skills Development Goals

Critical evaluation of scientific literature

No goals.

Statistical analysis

No goals.

Navigating the peer review process

No goals.

Writing scientific publications

No goals.

Writing grant proposals

Name: research tips on writing grant proposals and gain experience through ngo internship

Frequency: weekly

Start date: 9/1/2024

End date: 12/31/2024

Accountability: create a career focused planner

Completed: No

Presenting research to scientists

No goals.

Teaching in a classroom setting

No goals.

Upholding commitments and meeting deadlines

No goals.

Maintaining positive relationships with colleagues

No goals.

Planning and organizing projects

No goals.

Time management

No goals.

Developing/managing budgets

No goals.

Managing data and resources

No goals.

Leading and motivating others

No goals.

Understanding of data ownership/sharing issues

No goals.

How to maintain a professional network

No goals.

How to identify career options

No goals.

How to negotiate

No goals.

Deep knowledge of my specific research area

No goals.

Technical skills related to my specific research area

No goals.

Project Completion Goals

Complete academic requirements (e.g., coursework)

Name: keep a strict planner and find a way to stay on top of assignments

Frequency: daily

Start date: 6/28/2024

End date: 5/31/2026

Accountability: weekly check ins with myself on how im doing

Completed: No

Mentoring Summary

Mentor

Role

Dr. Karen Knee

a female Envs professor and dean of the Envs department at American University who I look up to and keep contact with