

Individual Development Plan

for
Linh Le

Personal Information

Current Role: BS Student

Institution: Ohio State First Year Experience

IDP last modified: 6/25/2024

Career Plans Summary

Plan A

Long Term Goal: Teaching faculty at a research institution

Short Term Goal: Graduate degrees in Environmental Science, teaching experience

Plan B

Long Term Goal: Tenure-track professor at a research institution

Short Term Goal: Graduate degrees in Environmental Science

SMART Goal Summary

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

June 2024

- Apply to three internships for Spring 2025.
- Read one scientific paper on soil science a week and write a short summary. [weekly]

July 2024

- Apply to three internships for Spring 2025.
- Read one scientific paper on soil science a week and write a short summary. [weekly]
- Speak with my home PI about his career path.
- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [weekly]

August 2024

- Apply to three internships for Spring 2025.
- Speak with my home PI about his career path.
- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]

September 2024

- Apply to three internships for Spring 2025.
- Speak with my home PI about his career path.
- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]

October 2024

- Apply to three internships for Spring 2025.
- Speak with my home PI about his career path.
- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]

November 2024

- Apply to three internships for Spring 2025.
- Speak with my home PI about his career path.
- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]

December 2024

- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]
- Research in-depth a graduate program or job opportunity a week in Spring 2025. [[weekly](#)]
- Set a meeting with the Statistics Consulting Center on campus.

January 2025

- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]
- Research in-depth a graduate program or job opportunity a week in Spring 2025. [[weekly](#)]
- Set a meeting with the Statistics Consulting Center on campus.

February 2025

- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]

- Research in-depth a graduate program or job opportunity a week in Spring 2025. [[weekly](#)]
- Set a meeting with the Statistics Consulting Center on campus.

March 2025

- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]
- Research in-depth a graduate program or job opportunity a week in Spring 2025. [[weekly](#)]
- Set a meeting with the Statistics Consulting Center on campus.

April 2025

- Develop a budget for my undergraduate thesis project.
- Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year. [[weekly](#)]
- Research in-depth a graduate program or job opportunity a week in Spring 2025. [[weekly](#)]
- Set a meeting with the Statistics Consulting Center on campus.

Self Assessment Summary

Strong Skills

- Training and mentoring individuals
- Complying with rules and regulations
- Upholding commitments and meeting deadlines

Weak Skills

- Experimental design
- Statistical analysis
- Navigating the peer review process
- Writing scientific publications
- Writing grant proposals
- Developing/managing budgets
- Creating vision and goals
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research

Top Interests

- Reading papers in your field
- Learning about other fields
- Thinking about science

- Keeping up with current events in science
- Attending conferences or scientific meetings
- Learning how to use new equipment or techniques
- Building new devices or developing/refining techniques
- Teaching in a classroom setting
- Developing curricula
- Mentoring or teaching one-on-one
- Work-related travel

Activities To Avoid

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

Top Values

- Help Society: contribute to betterment of world
 - People Contact: have day-to-day contact with clients or colleagues
 - Friendships: Develop close personal relationships with people at work
 - Congenial Atmosphere: work with friendly colleagues
 - Fast Pace: work in a busy atmosphere with frequent deadlines
 - Intellectual Challenge: perform work that is intellectually stimulating
 - Creativity: originate and develop 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
 - Location: live in a place which is conducive to my lifestyle
 - Work/Life Balance: balance time spent at work and time spent doing other activities
 - 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"> • Experimental design • Statistical analysis • Navigating the peer review process • Writing scientific publications • Writing grant proposals • Developing/managing budgets • Creating vision and goals • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research 	<ul style="list-style-type: none"> • Critical evaluation of scientific literature • Interpretation of data • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Time management • How to negotiate • Deep knowledge of my specific research area • Technical skills related to my specific research area 	<ul style="list-style-type: none"> • Creativity/innovative thinking • Writing for nonscientists • Speaking clearly and effectively • Presenting research to scientists • Presenting to nonscientists • Negotiating difficult conversations • Demonstrating workplace etiquette • Maintaining positive relationships with colleagues • Providing instruction and guidance • Dealing with conflict • Delegating responsibilities • Leading and motivating others • Serving as a role model • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Demonstrating responsible authorship and publication practices • Can identify and address research misconduct 	<ul style="list-style-type: none"> • Basic writing and editing • Teaching in a classroom setting • Seeking advice from advisors and mentors • Providing constructive feedback • Planning and organizing projects • Managing data and resources • How to identify career options • How to prepare application materials • How to interview 	<ul style="list-style-type: none"> • Training and mentoring individuals • Complying with rules and regulations • Upholding commitments and meeting deadlines

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| | <ul style="list-style-type: none">• Can identify and manage conflict of interest• How to maintain a professional network | |
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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"> • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas • Serving on committees 	<ul style="list-style-type: none"> • Writing grant proposals • Writing project reports or other business-related correspondence • Performing research with animal subjects • Performing research with human subjects 	<ul style="list-style-type: none"> • Planning new scientific projects or developing new research directions • Writing scientific manuscripts • Writing position papers or policy papers • Creating presentations • Representing data in figures/illustrations • 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) • Developing collaborations • Negotiating agreements • Working in a team • Networking with others • Organizing things, creating systems in the workplace 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Giving presentations about science • Discussing science with others • Writing about science to non-scientists • Speaking about science to non-scientists • Planning or organizing events • Leading or supervising others 	<ul style="list-style-type: none"> • Reading papers in your field • Learning about other fields • Thinking about science • Keeping up with current events in science • Attending conferences or scientific meetings • Learning how to use new equipment or techniques • Building new devices or developing/refining techniques • Teaching in a classroom setting • Developing curricula • Mentoring or teaching one-on-one • Work-related travel

Values Summary

1 Unimportant	2	3	4	5 Essential
<ul style="list-style-type: none"> • Aesthetics: appreciate the beauty of things and ideas that I work with • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands • Not Physically Challenging: have a job that does not require high physical demands • Exercise Competence: take advantage of my strongest talents and skills on a regular basis 	<ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Supervision: be directly responsible for work done by others • Influence People: be in a position to change attitudes or opinions of other people • Flexible Schedule: have some choice over the hours or days that I work • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. 	<ul style="list-style-type: none"> • Help Others: be involved with directly helping individuals or small groups • Teamwork: work in collaboration with others as part of a team • Work Alone: work on projects by myself, with little contact with others • Independence: work with little direction from others • Variety: have job duties that change frequently • 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 • Job Tranquility: work in a low pressure environment 	<ul style="list-style-type: none"> • Make Decisions: have authority to decide courses of action, policies, etc. • Expert Status: be acknowledged as an expert in a given field • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • Professional Development: have a job with opportunities for growth or promotions 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • People Contact: have day-to-day contact with clients or colleagues • Friendships: Develop close personal relationships with people at work • Congenial Atmosphere: work with friendly colleagues • Fast Pace: work in a busy atmosphere with frequent deadlines • Intellectual Challenge: perform work that is intellectually stimulating • Creativity: originate and develop 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 • Location: live in a place which is conducive to my lifestyle

				<ul style="list-style-type: none">• Work/Life Balance: balance time spent at work and time spent doing other activities• 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

6/25/2024 <https://www.science.org/content/article/treading-different-track> NTT (non-tenure track) faculty may focus more on teaching. However, they may also get lower wages and less job security. Research interests may go unfulfilled due to larger teaching commitment.

Events

Networking

Career Advancement Goals

Learn more about particular career options

Name: Speak with my home PI about his career path.
Frequency:
Start date: 8/15/2024
End date: 12/10/2024
Accountability: Set up a date with him in advance and mark it on my calendar.
Completed: No

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

Name: Apply to three internships for Spring 2025.
Frequency:
Start date: 6/25/2024
End date: 11/30/2024
Accountability: Tell my supervisor about my internship search and have him check in at the end of each month.
Completed: No

Develop a job search strategy and timeline

Name: Research in-depth a graduate program or job opportunity a week in Spring 2025.
Frequency: weekly
Start date: 1/1/2025
End date: 4/30/2025
Accountability: Write a short summary of the position or program and tell my home PI

about what jobs I've chosen to apply for in April.

Completed: No

Get involved in a local/regional committee or group

Name: Join Cultivate Columbus club and attend weekly meetings for the 2024-2025 school year.

Frequency: weekly

Start date: 8/15/2024

End date: 4/30/2025

Accountability: Get a friend to join with me.

Completed: No

Skills Development Goals

Experimental design

No goals.

Statistical analysis

Name: Set a meeting with the Statistics Consulting Center on campus.

Frequency:

Start date: 1/1/2025

End date: 4/30/2025

Accountability: I have to turn in my analysis to my PI for my undergraduate project by the end of next year.

Completed: No

Developing/managing budgets

Name: Develop a budget for my undergraduate thesis project.

Frequency:

Start date: 8/15/2024

End date: 4/30/2025

Accountability: Weekly meetings with my Honors advisor to discuss my project.

Completed: No

Deep knowledge of my specific research area

No goals.

Project Completion Goals

Complete a literature search

Name: Read one scientific paper on soil science a week and write a short summary.

Frequency: weekly

Start date: 6/25/2024

End date: 8/15/2024

Accountability: I will tell Elettra about what I have read every Monday.

Completed: No

Mentoring Summary

Mentor

Meagan

Role

Graduate student in home lab