

Individual Development Plan

for
Desiree McGriff

Personal Information

Current Role: BS Student

Institution:

IDP last modified: 6/23/2024

Career Plans Summary

Plan A

Long Term Goal: Scientist for an environmental consulting company following NEPA
Scientific research skills, Written and oral communication skills, Bachelor's
Short Term Goal: or Master's degree

Plan B

Long Term Goal: Environmental/ecological research and teaching
Short Term Goal: Scientific research skills, Written and oral communication skills, PhD

SMART Goal Summary

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

June 2024

- Record information for all Lab Work completed daily in preparation for Final Presentation in BUEE program [daily]
- Discuss with mentors when the correct time to search for jobs and apply is.
- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [monthly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [weekly]
- Practicing casual conversation about research topics to help myself be more comfortable, confident, and knowledgeable about scientific topics. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Working on my research-specific Statistics skills by practicing R at least 1 times a week. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]

- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]
- Working weekly practicing R and other statistical models [weekly]
- Research Career options and notes pros and cons in a document [weekly]
- Apply to an experience during the semester to job shadow and gain experience in a new type of career.

July 2024

- Record information for all Lab Work completed daily in preparation for Final Presentation in BUEE program [daily]
- Discuss with mentors when the correct time to search for jobs and apply is.
- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [monthly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [weekly]
- Practicing casual conversation about research topics to help myself be more comfortable, confident, and knowledgeable about scientific topics. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Working on my research-specific Statistics skills by practicing R at least 1 times a week. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]
- Working weekly practicing R and other statistical models [weekly]
- Research Career options and notes pros and cons in a document [weekly]
- Apply to an experience during the semester to job shadow and gain experience in a new type of career.
- Search for conferences to attend at least once a month [monthly]
- Avoiding plagiarism and shortcuts when writing by developing good writing skills and allowing enough time to properly write and have my work reviewed by a proofreader. [weekly]
- Final presentation for my Internship Credit at OSU. I will work on for a couple of weeks before it is due and practice presenting it at least 3 times. [weekly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. Reassess Monthly [weekly]

August 2024

- Record information for all Lab Work completed daily in preparation for Final Presentation in BUEE program [daily]
- Discuss with mentors when the correct time to search for jobs and apply is.
- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [monthly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]

- Working weekly practicing R and other statistical models [\[weekly\]](#)
- Research Career options and notes pros and cons in a document [\[weekly\]](#)
- Apply to an experience during the semester to job shadow and gain experience in a new type of career.
- Search for conferences to attend at least once a month [\[monthly\]](#)
- Avoiding plagiarism and shortcuts when writing by developing good writing skills and allowing enough time to properly write and have my work reviewed by a proofreader. [\[weekly\]](#)
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. Reassess Monthly [\[weekly\]](#)
- Meeting with career liasons on campus for seeking out jobs and working on job application materials.
- Work on my Honors Thesis Prep by contacting a potential PI Mentor and discussing projects [\[monthly\]](#)

September 2024

- Discuss with mentors when the correct time to search for jobs and apply is.
- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [\[monthly\]](#)
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [\[weekly\]](#)
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [\[daily\]](#)
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [\[daily\]](#)
- Improve my comfortability with reading Scientific literature by reading all assigned reading [\[monthly\]](#)
- Research Career options and notes pros and cons in a document [\[weekly\]](#)
- Apply to an experience during the semester to job shadow and gain experience in a new type of career.
- Search for conferences to attend at least once a month [\[monthly\]](#)
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. Reassess Monthly [\[weekly\]](#)
- Meeting with career liasons on campus for seeking out jobs and working on job application materials.
- Work on my Honors Thesis Prep by contacting a potential PI Mentor and discussing projects [\[monthly\]](#)

October 2024

- Discuss with mentors when the correct time to search for jobs and apply is.
- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [\[monthly\]](#)
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [\[weekly\]](#)
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [\[daily\]](#)
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [\[daily\]](#)
- Improve my comfortability with reading Scientific literature by reading all assigned reading [\[monthly\]](#)
- Apply to an experience during the semester to job shadow and gain experience in a new type of career.
- Search for conferences to attend at least once a month [\[monthly\]](#)

- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. Reassess Monthly [weekly]
- Work on my Honors Thesis Prep by contacting a potential PI Mentor and discussing projects [monthly]

November 2024

- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [monthly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]
- Search for conferences to attend at least once a month [monthly]

December 2024

- Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing. [monthly]
- Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system. [weekly]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well. [daily]
- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]
- Search for conferences to attend at least once a month [monthly]

January 2025

- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]
- Search for conferences to attend at least once a month [monthly]

February 2025

- Improve my comfortability with reading Scientific literature by reading all assigned reading [monthly]

Self Assessment Summary

Strong Skills

- Creativity/innovative thinking
- Writing for nonscientists
- Demonstrating workplace etiquette
- Providing instruction and guidance
- Demonstrating responsible conduct in animal research
- Can identify and address research misconduct
- Technical skills related to my specific research area

Weak Skills

- Teaching in a classroom setting

Top Interests

- Writing project reports or other business-related correspondence
- Writing position papers or policy papers
- Creating presentations
- Representing data in figures/illustrations
- Giving presentations about science
- Discussing science with others
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Work-related travel

Activities To Avoid

- Teaching in a classroom setting

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups
- Congenial Atmosphere: work with friendly colleagues
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- 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

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

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| | | | <ul style="list-style-type: none">• How to identify career options• Deep knowledge of my specific research area | |
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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"> Teaching in a classroom setting 	<ul style="list-style-type: none"> Reading papers in your field Building new devices or developing/refining techniques Performing research with human subjects Developing curricula Mentoring or teaching one-on-one Assessing business trends and strategies, entrepreneurial ideas Serving on committees 	<ul style="list-style-type: none"> Performing experiments Planning new scientific projects or developing new research directions Writing grant proposals Writing scientific manuscripts Attending conferences or scientific meetings Analyzing financial data or budgets Working in a team Networking with others Organizing things, creating systems in the workplace Planning or organizing events 	<ul style="list-style-type: none"> Designing experiments Analyzing experimental results Learning about other fields Thinking about science Keeping up with current events in science Learning how to use new equipment or techniques Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) Performing research with animal subjects Developing collaborations Negotiating agreements Leading or supervising others 	<ul style="list-style-type: none"> Writing project reports or other business-related correspondence Writing position papers or policy papers Creating presentations Representing data in figures/illustrations Giving presentations about science Discussing science with others Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) Writing about science to non-scientists Speaking about science to non-scientists Work-related travel

Values Summary

1 Unimportant	2	3	4	5 Essential
<ul style="list-style-type: none"> Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. 	<ul style="list-style-type: none"> People Contact: have day-to-day contact with clients or colleagues Competition: engage in activities that test my abilities/achievements against others' abilities/achievements 	<ul style="list-style-type: none"> Teamwork: work in collaboration with others as part of a team 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 Creativity: originate and develop new ideas Predictability: have job duties that are similar day-to-day 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 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 	<ul style="list-style-type: none"> Friendships: Develop close personal relationships with people at work 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 Independence: work with little direction from others Intellectual Challenge: perform work that is intellectually stimulating Expert Status: be acknowledged as an expert in a given field Variety: have job duties that change frequently Job Security: be assured of keeping my job and salary Flexible Schedule: have some choice over the hours or days that I work Exercise Competence: take advantage of my strongest talents and skills on a regular basis Learn New Things: be challenged to learn new skills or 	<ul style="list-style-type: none"> Help Society: contribute to betterment of world Help Others: be involved with directly helping individuals or small groups Congenial Atmosphere: work with friendly colleagues Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas Aesthetics: appreciate the beauty of things and ideas that I work with Benefits Available: have health, retirement, tuition reimbursements, etc. 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

		<p>job that does not require high physical demands</p> <ul style="list-style-type: none"> • 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 	<p>knowledge on a regular basis</p> <ul style="list-style-type: none"> • 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

Learn more about particular career options

Name: Research Career options and notes pros and cons in a document

Frequency: weekly

Start date: 7/1/2024

End date: 9/30/2024

Accountability: Discussing Career options with my Advisor, and checking in with my peers to see their progress.

Completed: No

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

Name: Apply to an experience during the semester to job shadow and gain experience in a new type of career.

Frequency:

Start date: 7/1/2024

End date: 10/28/2024

Accountability: Discussing with my friend Elizabeth every other week

Completed: No

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

Name: Search for conferences to attend at least once a month

Frequency: monthly

Start date: 7/8/2024

End date: 2/1/2025

Accountability: Talking with BUEE mentors in search of conferences to attend

Completed: No

Develop career-specific skills

Name: Improve my comfortability with reading and writing Scientific literature by reading all assigned reading, and avoiding plagiarism and shortcuts when writing.

Frequency: monthly

Start date: 6/24/2024

End date: 12/6/2024

Accountability: Meetings discussing the papers, meetings with mentors about this specific goal, and completing assignments.

Completed: No

Name: Working on my research-specific Statistics skills by practicing R at least 1 times a week.

Frequency: weekly

Start date: 6/26/2024

End date: 7/31/2024

Accountability: the meetings with Stephen Gosnell

Completed: No

Develop a job search strategy and timeline

Name: Discuss with mentors when the correct time to search for jobs and apply is.

Frequency:

Start date: 6/23/2024

End date: 10/15/2024

Accountability: semester meeting with advisor, I will discuss my progress in developing my plans and timeline

Completed: No

Name: Meeting with career liasons on campus for seeking out jobs and working on job application materials.

Frequency:

Start date: 8/19/2024

End date: 9/30/2024

Accountability: I will write it on my to-do list every time until it is complete.

Completed: No

Skills Development Goals

Statistical analysis

Name: Working weekly practicing R and other statistical models

Frequency: weekly

Start date: 6/26/2024

End date: 8/9/2024

Accountability: meetings with stephen gosnell. reading the R textbook and reaching out if I feel behind.

Completed: No

Writing scientific publications

Name: Improve my comfortability with reading Scientific literature by reading all assigned reading

Frequency: monthly

Start date: 6/26/2024

End date: 3/1/2025

Accountability: Meetings discussing the papers, meetings with mentors about this specific goal, and completing assignments.

Completed: No

Name: Avoiding plagiarism and shortcuts when writing by developing good writing skills and allowing enough time to properly write and have my work reviewed by a proofreader.

Frequency: weekly

Start date: 7/10/2024

End date: 8/9/2024

Accountability: I can check in with mentors to let them know how my progress is going.

Completed: No

Speaking clearly and effectively

Name: Practicing casual conversation about research topics to help myself be more comfortable, confident, and knowledgeable about scientific topics.

Frequency: weekly

Start date: 6/24/2024

End date: 7/31/2024

Accountability: journaling about how ive improved over the presentations. perhaps even recording audio of myself to assess my weakness and strengths.

Completed: No

Upholding commitments and meeting deadlines

Name: Developing a strategy for working on tasks in manageable chunks of time and a spread out reward system.

Frequency: weekly

Start date: 6/24/2024

End date: 12/6/2024

Accountability: Re-assess monthly. Try to avoid turning in assignments on the day of the deadline.

Completed: No

Time management

Name: Put activities and make time for studying in my calendar daily to help visually see when I am busy, and making time for leisure as well.

Frequency: daily

Start date: 6/26/2024

End date: 12/6/2024

Accountability: Re-assess monthly. Try to avoid procrastinating with long sessions of screen time.

Completed: No

Project Completion Goals

Prepare presentation (talk, poster, etc.)

Name: Record information for all Lab Work completed daily in preparation for Final Presentation in BUEE program

Frequency: daily

Start date: 6/4/2024

End date: 8/7/2024

Accountability: Weekly worklogs will be completed and i need to make sure all time worked is accounted for

Completed: No

Name: Final presentation for my Internship Credit at OSU. I will work on for a couple of weeks before it is due and practice presenting it at least 3 times.

Frequency: weekly

Start date: 7/15/2024

End date: 7/29/2024

Accountability: I will discuss with faculty supervisor if i am struggling the week before

Completed: No

Complete academic requirements (e.g., coursework)

Name: Work on my Honors Thesis Prep by contacting a potential PI Mentor and discussing projects

Frequency: monthly

Start date: 8/19/2024

End date: 11/1/2024

Accountability: Discussing with my Advisor, and checking in with my peers to see their progress.

Completed: No

