Individual Development Plan

for

Tiasha Dey

Personal Information

Current Role: BS Student

Institution:

IDP last modified: 6/17/2024

Career Plans Summary

Plan A

Long Term Goal: Become a lab technician

Short Term Goal: Gain experience in a lab setting

Plan B

Long Term Goal: Environmental Health Inspector

Short Term Goal: More health experience and classes

SMART Goal Summary

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

June 2024

- To learn more about my career path and options
- To obtain a more in-depth look at how experiments are planned out

August 2024

- Graduation from Brooklyn College [daily]

September 2024

- Graduation from Brooklyn College [daily]

October 2024

- Graduation from Brooklyn College [daily]

November 2024

- Graduation from Brooklyn College [daily]

December 2024

- Graduation from Brooklyn College [daily]

Self Assessment Summary

Strong Skills

- Basic writing and editing
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Careful recordkeeping practices
- Understanding of data ownership/sharing issues
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research
- Deep knowledge of my specific research area
- Technical skills related to my specific research area

Weak Skills

- Writing scientific publications
- Writing grant proposals
- Teaching in a classroom setting
- Developing/managing budgets
- How to interview

Top Interests

- Analyzing experimental results
- Learning about other fields
- Thinking about science
- Discussing science with others
- Learning how to use new equipment or techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)

- Working in a team
- Networking with others

Activities To Avoid

- Planning new scientific projects or developing new research directions
- Writing grant proposals
- Writing scientific manuscripts
- Writing project reports or other business-related correspondence
- Attending conferences or scientific meetings
- Building new devices or developing/refining techniques
- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Teaching in a classroom setting
- Developing curricula
- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas
- Work-related travel

Top Values

- Teamwork: work in collaboration with others as part of a team
- Congenial Atmosphere: work with friendly colleagues
- Predictability: have job duties that are similar day-to-day
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- 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.
- Learn New Things: be challenged to learn new skills or knowledge on a regular basis

Self Assessment Summary Tables

Skills Summary

1 **Highly deficient**	2	3	4	5 **Highly proficient**
• Writing scientific publications • Writing grant proposals • Teaching in a classroom setting • Developing/managing budgets • How to interview	• Statistical analysis • Contributing to discipline (e.g. member of professional society) • How to negotiate	• Experimental design • Navigating the peer review process • Writing for nonscientists • Presenting research to scientists • Presenting to nonscientists • Training and mentoring individuals • Negotiating difficult conversations • Providing instruction and guidance • Providing constructive feedback • Dealing with conflict • Leading and motivating others • Creating vision and goals • Serving as a role model • Can identify and address research misconduct • How to maintain a professional network	• Broad based knowledge of science • Critical evaluation of scientific literature • Interpretation of data • Creativity/innovative thinking • Speaking clearly and effectively • Seeking advice from advisors and mentors • Maintaining positive relationships with colleagues • Contributing to institution (e.g. participate on committees) • Planning and organizing projects • Time management • Managing data and resources • Delegating responsibilities • Can identify and manage conflict of interest • How to identify career options • How to prepare application materials	• Basic writing and editing • Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Careful recordkeeping practices • Understanding of data ownership/sharing issues • Demonstrating responsible authorship and publication practices • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • Deep knowledge of my specific research area • 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**
• Planning new scientific projects or developing new research directions • Writing grant proposals • Writing scientific manuscripts • Writing project reports or other business-related correspondence • Attending conferences or scientific meetings • Building new devices or developing/refining techniques • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Teaching in a classroom setting • Developing curricula • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas • Work-related travel	• Writing position papers or policy papers • Performing research with human subjects • Writing about science to non-scientists • Developing collaborations • Negotiating agreements • Serving on committees • Leading or supervising others	• Designing experiments • Creating presentations • Representing data in figures/illustrations • Giving presentations about science • Reading papers in your field • Speaking about science to non-scientists • Mentoring or teaching one-on-one • Organizing things, creating systems in the workplace • Planning or organizing events	• Performing experiments • Keeping up with current events in science • Performing research with animal subjects	• Analyzing experimental results • Learning about other fields • Thinking about science • Discussing science with others • Learning how to use new equipment or techniques • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Working in a team • Networking with others

Values Summary

1 **Unimportant**	2	3	4	5 **Essential**
• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • 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	• 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 • Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • 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 • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job	• Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Friendships: Develop close personal relationships with people at work • Intellectual Challenge: perform work that is intellectually stimulating • 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 • Recognition: be recognized or appreciated for the quality of my work • Not Physically Challenging: have a job that does not require high physical demands • Professional Development: have a job with opportunities for growth or promotions	• People Contact: have day-to-day contact with clients or colleagues • Work Alone: work on projects by myself, with little contact with others • Independence: work with little direction from others • 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 • Exercise Competence: take advantage of my strongest talents and skills on a regular basis	• Teamwork: work in collaboration with others as part of a team • Congenial Atmosphere: work with friendly colleagues • Predictability: have job duties that are similar day-to-day • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • 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. • Learn New Things: be challenged to learn new skills or knowledge on a regular basis

		• Job Tranquility: work in a low pressure environment		

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Learn more about particular career options

Name: To learn more about my career path and options
Frequency:
Start date: 6/17/2024
End date: 6/24/2024
Accountability: Write any important notes down
Completed: No

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

No goals.

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

No goals.

Skills Development Goals

Experimental design

Name: To obtain a more in-depth look at how experiments are planned out
Frequency:
Start date: 6/17/2024
End date: 6/28/2024

Accountability: Write down crucial details
Completed: No

Contributing to discipline (e.g. member of professional society)

No goals.

Dealing with conflict

No goals.

Developing/managing budgets

No goals.

Project Completion Goals

Complete academic requirements (e.g., coursework)

Name: Graduation from Brooklyn College
Frequency: daily
Start date: 9/3/2024
End date: 12/20/2024
Accountability: Receive graduation certificate
Completed: No

Mentoring Summary

Mentor	Role
Brett Branco	Research Instructor