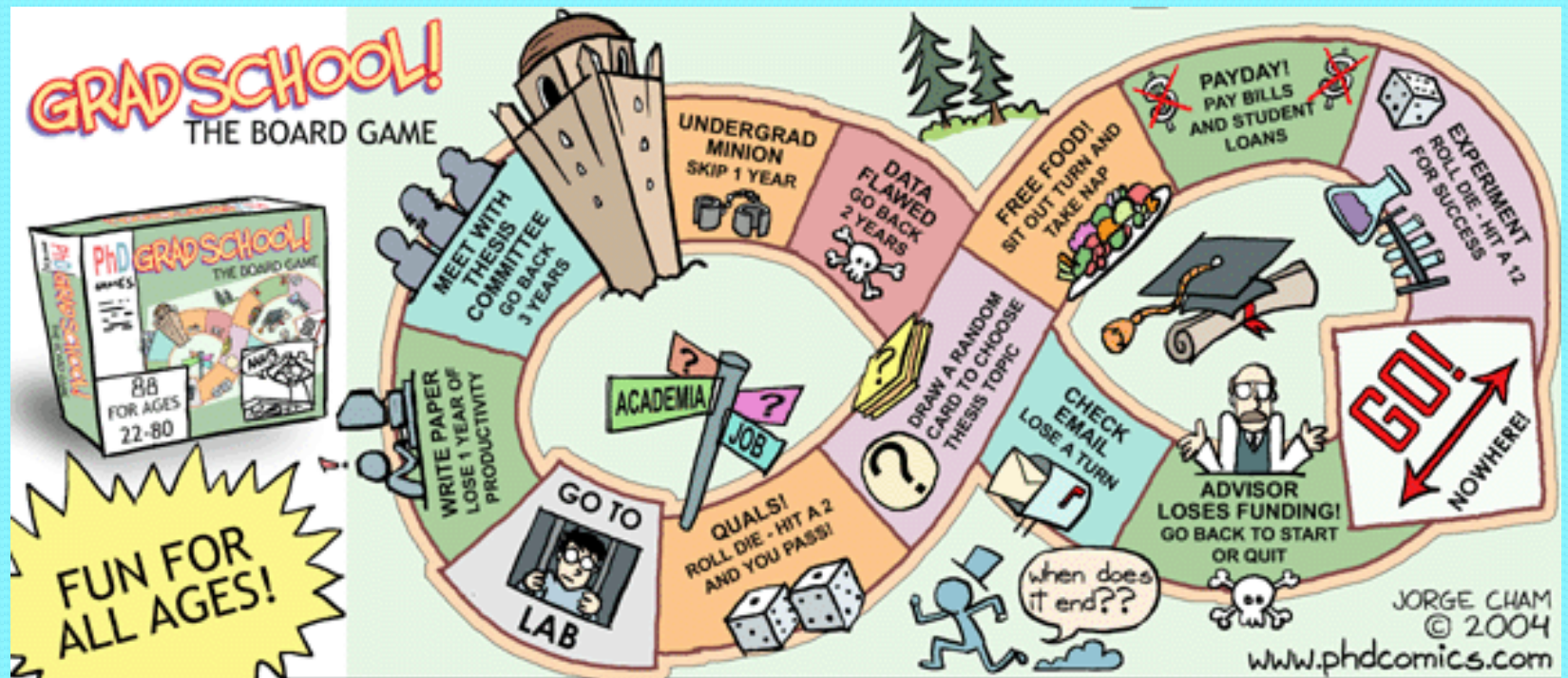


Individual Development Planning: Best Practices for Mentors and Mentees

Pat Marsteller, Ph.D.
Associate Dean
Professor of Practice in Biology
Byron Gardner
Graduate Student

If you don't know where you're going, you'll probably end up somewhere else!



If you have a Plan...

- people who develop and implement strategies to pursue career-specific goals achieve greater career success as measured by salary, promotions, and level of responsibility
- greater career satisfaction and rate themselves as more successful than their peers
- 7600 postdocs reported greater satisfaction, published more papers, and experienced fewer conflicts with those advisers

IDP: Purpose

- ID skills and strengths to develop
- ID research project that is feasible and matches career goals
- Develop a plan to achieve short term and long term goals and objectives
- Define approaches and strategies to reach goals
- Define benchmarks and timelines for achievement
- **MODIFIABLE!!!**

My IDP....

- <http://myidp.sciencecareers.org/>
- myIDP provides:
- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
- Articles and resources to guide you through the process

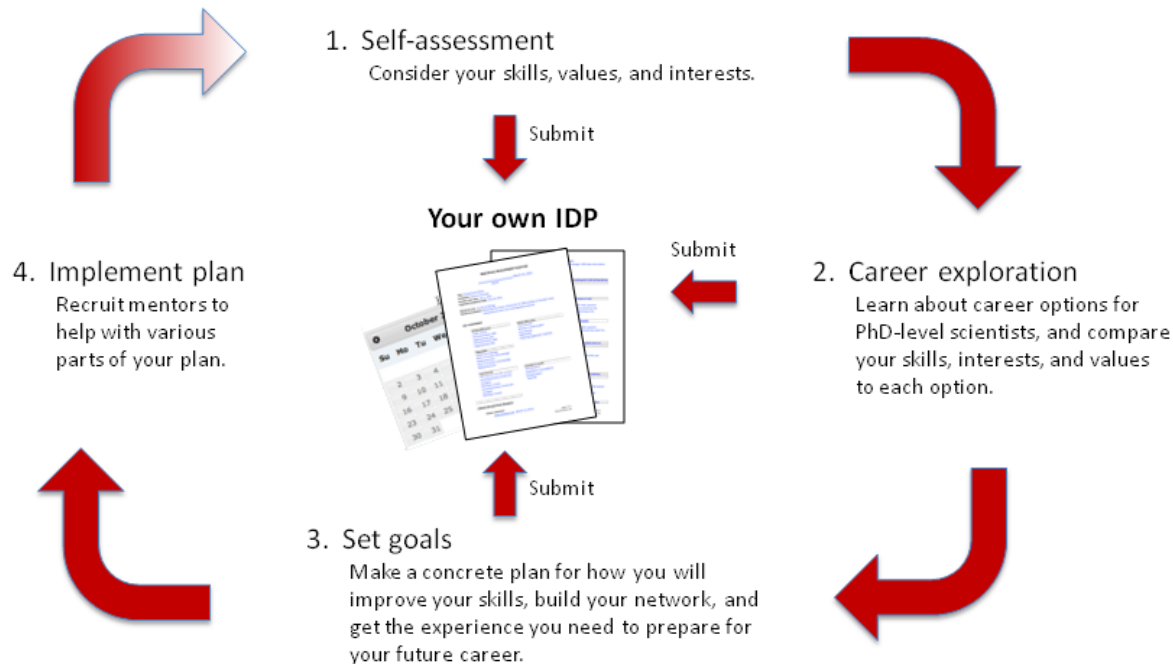
Use My IDP

- Skills, Interests and Values Assessment
- Career Exploration
 - Consider the Fit
 - Read About Careers
 - Attend Events
 - Talk to People
 - Choose Career Path
- Set Goals for Advancement, Skills and Projects
- Implement Plan
- Form a Mentoring Team

An Individual Development Plan (IDP) is a structured planning tool designed to help you:

- identify **long-term career goals** that fit with your unique skills, interests, and values,
- make a plan for **improving your skills**,
- set goals for the coming year to **improve efficiency and productivity**, and
- structure productive **conversations with your mentor(s)** about your career plans and development.

This module will guide you through the process of creating an IDP:

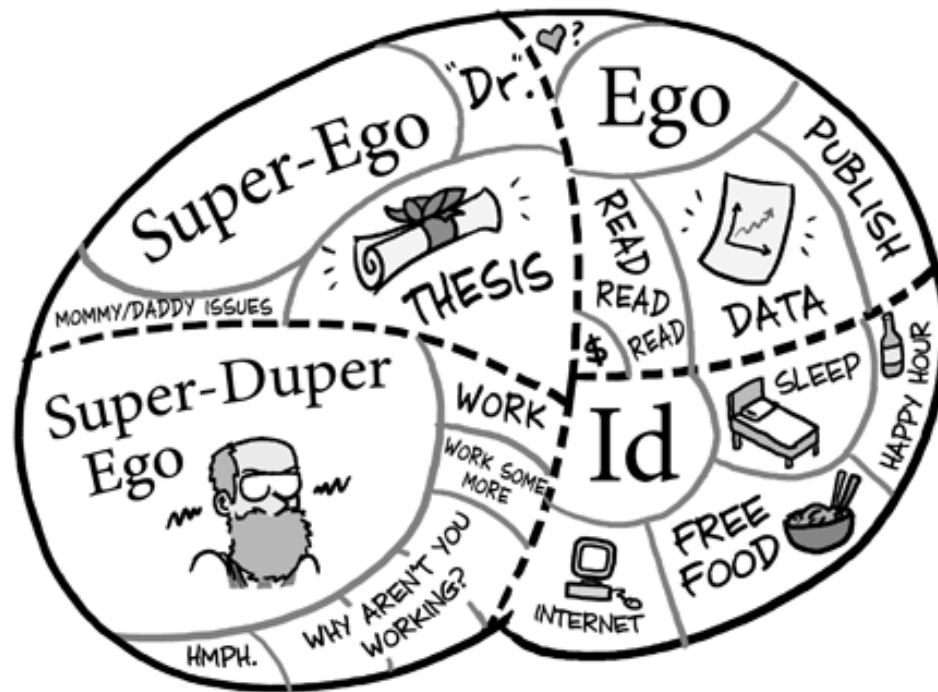


Questions to ask yourself

- What are my objectives in entering grad school?
- What type of training do I desire?
- What are my strengths?
- What skills do I need to develop?
- What kinds of projects will keep me engaged?
- Independence vs teamwork?
- What kind of career do you envision?

Individual Development Plan

- Do you have a plan?
- Timeline for completion?
- Networking plan for next step?
- Have you discussed long term goals with your mentor?
- Write down 3 crucial questions to discuss
- Share with your neighbor



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The Grad Student Brain

WWW.PHDCOMICS.COM

Career resources

- Professional Societies
 - *ACS, ASM, SfN, ASCB, NARST, CUR, NPA, etc.*
 - *Society for the Advancement of Biology Education Research (SABER)*
- Government
 - *NIH Office of Science Education, Career Finder*
 - *NIH Office of Intramural Training & Education*
- Publications
 - *The Chronicle of Higher Education, Science*
- Online
 - *Diversejobs.net, AcademicCareers.com, HigherEd Jobs, Inside Higher Ed, LinkedIn, ScienceCareers.org*

(GRAD STUDENTS: PRINT OUT COPIES OF THIS STRIP AND DISTRIBUTE TO THE PROSPECTIVE STUDENTS VISITING YOUR DEPARTMENT.)

PROSPECTIVE GRAD STUDENTS:

DON'T BE FOOLED! MAKE SURE YOU ASK THESE QUESTIONS DURING YOUR GRAD SCHOOL VISIT DAY!

WILL YOUR QUALIFYING EXAMS PROCEDURE UTTERLY DESTROY MY DIGNITY AND SENSE OF SELF-RESPECT?

ARE YOUR HEALTH-CARE PLANS AFFORDABLE, OR WILL I END UP GOING TO A DENTIST THAT OPERATES OUT OF A TRAILER?

WHEN YOU LOOK AT ME, DO YOU SEE A YOUNG CREATIVE MIND, OR A SERIES OF POTENTIAL JOURNAL PAPERS?

IF I DIDN'T HAVE A FELLOWSHIP, WOULD YOU BE TALKING TO ME AT ALL?

CAN YOU REALLY LIVE COMFORTABLY IN THIS MAJOR METROPOLITAN AREA WITH THAT STIPEND, OR WILL I FIND MYSELF LIVING OUT OF A CLOSET WORKING PART TIME AS A SHOE SALESMAN?

BESIDES MOVING UP IN THE "U.S. NEWS" RANKINGS, WHY DO YOU WANT ME TO COME TO YOUR SCHOOL?

IF I HAD A FELLOWSHIP, WOULD YOU THINK I WERE A BETTER PERSON?

WILL MY TEACHERS TAKE PERSONAL INTEREST IN MY LEARNING, OR WILL I BE SPENDING SEVERAL ALL-NIGHTERS WORKING ON PROBLEM SETS MADE BY FRUSTRATED FACULTY WHO WOULD RATHER BE DOING RESEARCH INSTEAD?

IS GRAD LIFE REALLY AS DEPRESSING AS DEPICTED IN THE COMIC STRIP "PILED HIGHER AND DEEPER"?

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- <http://training.usgs.gov/Leadership/IDP.html>
- <http://www.self-improvement-mentor.com/example-personal-development-plan.html>
- http://www.rsc.org/images/gotadegree_tcm18-48908.pdf
- http://portal.acs.org/portal/acs/corg/content?nfpb=true&pageLabel=PP_CAREERS&node_id=87&use_sec=false&sec_url_var=region1&uuid=f9boe6of-2c6b-4676-b89f-cfb8165b1066

Thanks to:

- Jo Handelsman
- Christine Pfund
- Howard Hughes Medical Institute
- Grad students and Faculty around the country
- Cathy Quinones
- YOU!!



Extra slides

Finding YOUR Passion

- **Three Circles:**
- What do you like to do?
- What are you good at?
- What will make a difference in the world (local, regional, world)? (another way to think of this is what needs to change to make the world a better place)
- What is inside your circles and what is outside? Take one circle at time and write as many things as you that go inside that circle for you. Then try to identify things that lie outside your circle.

Passions!

- If you push your circles together what kinds of experiences are at the sweet spot” where what you like to do, what you are good at and what makes a real difference overlap? The sweet spot represents PASSIONS. So now redraw your circles so that you can see the overlaps. Do your passions align with your intended career pathway? If not, what will you add to your expanded circles and plans for your career to adjust that?

Expanding your circles through exploration

