

Individual Development Plan

Name\_\_\_\_Stu Dent\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

| **SKILLS ASSESSMENT** (completed by student) |
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| **STRENGTHS** | **DEVELOPMENT NEEDS** |
| Statistical analysisPublic speaking Experimental designCreativity Managing data and resources | Performing researchGiving presentations about researchWriting scientific manuscriptsEnvironmental conservation |
| **GOALS** |
| **LONG-TERM CAREER GOALS YOU WISH TO PURSUE AND HOW WILL YOU MEET THEM** |
| **What are you curious about?** | **Find a job posting for a career you’d like to have. What skills do you need to meet the qualifications?** | **How are you going to acquire these skills? When?** | Goal Completion Date | Completion Date (Act.) |
| Understanding how climate change will impact local wetlands and agriculture | Analyzing workloads, developing and implementing annual work or business plans. At least one year of specialized experience- must include knowledge of the principles and theories of soil and water conservation and related sciences such as biology, agronomy, and forestry, in identifying conservation related problemsWriting grant proposals | As a senior team member, handle scheduling and annual work plansWrite and submit a grantPlan and implement year-long research project around identifying conservation related problems | August 2022February 2023May 2024 |  |
| **SHORT-TERM NEEDS FOR IMPROVING CURRENT PERFORMANCE** |
| **What additional skills do you need?** | **Specifically, how are you going to acquire these skills?** (training, courses, teaching, job shadow, informational interview) | **Who can help you develop these skills?** | Goal Completion Date | Completion Date (Act.) |
| Business planning and budgetsLearn about grant writingMentoring | -Request to serve on my team's budget committee-Job shadow my advisor during a staff meeting-Take the grant writing working-Informational interviews with different people who've been awarded grant fundingMentor undergraduate SRP student | Within my research team-Through OGS workshop. -I talk to others who have written grants, both in my department and elsewhereSRP program through department and OGS | Oct 31, 2020Dec 1, 2020January 2021May 2021August 2021 |  |

| **OTHER FACTORS TO CONSIDER** |
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| **What career pressures do you currently experience?** | **What type of environment would you like to work in? Are certain factors nonnegotiable?** | **List three people who are “living your future” who you could contact for informational interviews or job shadowing** | **What questions do you have about the career you selected?** |
| Family expectations to complete Ph. D.Need to find a career that will support my family financially | Something where I split my time between an office and field work.I need to find a job that's flexible because I take care of my grandmother.I need to find a local job as long as my grandmother lives with me. |  | Robin Woods at USDAJay Bird at OECDJune Sparrow at EA Engineering Science and Technology |

| **SOURCE OF FINANCIAL SUPPORT FOR STUDENT** |
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| **ADVISOR FUNDS** |
| **Department/Program:** |  |
| **Advisor Grant: (agency & grant number)** |  |
| **Training Grant: (agency & grant number)** |  |
| **STUDENT FUNDS** |
| **Grant: (agency & grant number)** |  |
| **Other (source):** |  |

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| **COMMENTS FROM ADVISOR/OTHER COMMENTS** |
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Student’s signature and date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Advisor’s signature and date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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