

Individual Development Plan

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

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

| **SKILLS ASSESSMENT** (completed by student) | | | | | |
| --- | --- | --- | --- | --- | --- |
| **STRENGTHS** | | **DEVELOPMENT NEEDS** | | | |
| Statistical analysis  Public speaking  Experimental design  Creativity  Managing data and resources | | Performing research  Giving presentations about research  Writing scientific manuscripts  Environmental 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 problems  Writing grant proposals | As a senior team member, handle scheduling and annual work plans  Write and submit a grant  Plan and implement year-long research project around identifying conservation related problems | August 2022  February 2023  May 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 budgets  Learn about grant writing  Mentoring | -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 funding  Mentor undergraduate SRP student | Within my research team  -Through OGS workshop.  -I talk to others who have written grants, both in my department and elsewhere  SRP program through department and OGS | Oct 31, 2020  Dec 1, 2020  January 2021  May 2021  August 2021 |  |

| **OTHER FACTORS TO CONSIDER** | | | |
| --- | --- | --- | --- |
| **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 USDA  Jay Bird at OECD  June Sparrow at EA Engineering Science and Technology |

| **SOURCE OF FINANCIAL SUPPORT FOR STUDENT** | |
| --- | --- |
| **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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Adapted with permission from Case Western University Office of Postdoctoral Studies