Benefits of the IDP

An Individual Development Plan (IDP) is a planning tool designed to help students identify scientific progress, professional development needs, and meet career planning objectives. The process includes reflection on graduate training expectations, self-assessment and goal-setting exercises, and follow-up discussions with a research advisor and the Office of Career Development. Collectively, this process is designed to aid students in setting short-term training and professional development goals that enhance career readiness for students upon graduation.

Goals of the IDP:

- Cultivates a sense of ownership over training, career planning and professional development.
- Allows for reflection and self-evaluation on training progress and career-readiness.
- Identifies areas for improving performance and developing new skills.
- Facilitates communication and transparent expectations between the student and research mentor.

Key Competencies in the GSBS IDP

GSBS has identified and integrated in the IDP seven training domains that students should develop during their graduate training. These are based on (but not limited to) those recommended by ScienceCareers, and include the following:

- Scientific Knowledge
- Research
- Communication
- Responsible Conduct of Research
- Management, Leadership, and Professionalism
- Career Planning
- Personal Wellness

Overview of the IDP Process

GSBS expects that all students will complete their IDPs on an annual basis. Students will complete a training year-specific form that guides them through self-reflection and assessment, goal-setting, and a facilitated discussion of training and career-related goals. The first IDP is completed during GSBS orientation with the Office of Career Development, where students will complete their first self-assessment exercise using myIDP, a tool offered by the American Association for the Advancement of Science (AAAS). In subsequent years, GSBS students will review their IDP from the previous year, reflect on progress, and revise their IDPs using the recommended form. Students are expected to complete and discuss their IDPs with their research advisors on an annual basis. In year 3, all GSBS students will be required to complete their IDP and participate in a one-on-one career advising meeting with the Office of Career Development.

<table>
<thead>
<tr>
<th>Training Year</th>
<th>Review training expectations</th>
<th>Complete myIDP self-assessments</th>
<th>Revise myIDP self-assessments</th>
<th>Set annual goals</th>
<th>IDP meeting with research advisor</th>
<th>Meet with Office of Career Development</th>
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Acknowledgments: This IDP is adapted from resources developed by ScienceCareers, Scripps Research Institute, Vanderbilt University, and the National Postdoctoral Association.