

**Individual Development Plan
GSBS PhD Students
Year 4+ Worksheet**

Student Name: _____ Date: _____

GSBS IDP Overview: This worksheet contains questions that will guide you in setting goals for your annual IDP. It is designed to be used in conjunction with the **GSBS IDP Year 4+ Guide**.

REFLECT ON MY PRIOR GOALS

1. What were your main goals for last year? Which goals did you meet? If you did not meet a goal, why not?

SET MY YEAR 4+ TRAINING GOALS

Once you have had an opportunity to reflect on your skills assessment and the training expectations for advanced graduate students, it is now time to set your goals for the upcoming year. Keep in mind that these goals are what you hope to achieve or accomplish this year.

1. What **research-related goals** (experimental or technical) would you like to accomplish in the upcoming year?
It may be helpful to examine your training expectations and the reflection questions related to the following domains: Scientific Knowledge, Research, and Responsible Conduct of Research. List at least 2-3 goals, although you may list more.

2. What **academic or professional goals** would you like to accomplish in the upcoming year?
It may be helpful to examine your training expectations and the reflection questions related to the following domains: Communication, Professionalism, Management & Leadership, Responsible Conduct of Research. List at least 2-3 goals, although you may list more.

3. What are your goals or plans for communicating your science (i.e. presentations, publications) this year? List any specific conferences, local symposia, and/or departmental retreats where you plan to participate.

4. Will you be applying for any fellowships, the GSBS Common Application, or any other funding opportunities? What are the targeted deadlines?

5. What are your target dates for your advisory meetings?

6. When do you hope to finish your graduate training? If applicable this year, briefly describe your plan for writing and defending your dissertation.

PLAN FOR MY CAREER

1. What 1-2 career sectors are you planning to target after graduation? A review of your career assessment results will help guide you in answering this question.

Keep in mind that the career assessment ranks career paths based on skills AND interests. Therefore, you should carefully think about your top choices and whether the career you are most interested in requires you to gain additional skills.

2. What specific steps will you take in the next year to prepare you to transition to your targeted career sector (i.e. soft skill development, internships, networking, mentoring, teaching, courses, etc.)? Are there professional skills that may be useful for your future career that you plan to acquire this year?

It may be helpful to schedule a career advising session to help answer this question.

3. If applicable this year, when do you plan to start preparing your job application materials and applying for postdocs/jobs?

It is recommended to start 6-12 months prior to your anticipated finish date.

PLAN FOR MY WELLNESS

1. What are the main **wellness** goals you would like to accomplish in the upcoming year? *Maintaining your personal wellness is important so that you can maximize your training experience. It may be helpful to review the wellness reflection questions. While it is not required to answer or discuss this question, everyone is encouraged to reflect on his or her answers to this question.*