**Why Create an Individual Development Plan?**

An individual development plan (IDP) helps you to align your personal and professional goals with your academic expectations and responsibilities. Developing a plan will give you critical information for building the skills, knowledge, and resources necessary to for your career, and to prepare you for meaningful personal or professional opportunities after graduation.

UF’s IDP template will be customized to your program’s specific context. The template is comprised of a self-assessment of your current skills and interests, a summary of your goals for the upcoming year based on your self-assessment, and an action plan to shape your skillset, created in conjunction with your advisor.

**How Will an IDP Guide My Progress?**

Your IDP will serve as a guide to your annual progress meetings with your advisor, to ensure progress is made towards your personal and professional goals. **Each year, you must develop a revised IDP**, based on an updated assessment of your goals and skills, as well as the progress you make throughout your career, to create attainable steps for fulfilling long-term goals.

**How Can I Use This Template?**

Please take the time to complete the IDP template to the best of your ability soon after your arrival at UF. It is ok if you are unable to provide clear answers on parts of the IDP template; the document is mean to guide you in formulating a plan for your future, and any questions that arise can be addressed in your first meeting with your advisor. Also, schedule a meeting with your advisor or graduate coordinator early in your first semester at UF, to discuss your goals and expectations for your time at UF.

The IDP document is meant to complement the creation of your academic plan of study, which will outline the measures for academic success in your program. To ensure that both the IDP and your plan of study are coordinated, students and advisors each have a set of expectations, which are listed below, to support your progress towards your degree:

### EXPECTATIONS

*Student Advisor*

* Take primary responsibility for the successful completion of my degree.
* Meet regularly with my advisor and provide her/him with updates on the progress and results of my activities.
* Establish a shared understanding of satisfactory progress with my advisor.
* Work with my research advisor to develop a dissertation project and select a committee.
* Actively seek out advice and feedback from my advisor, committee, and other mentors.
* Remain informed of the policies and requirements of my graduate program, and the University of Florida.
* Attend and participate in department meetings and seminars.
* Maintain knowledge of original literature in my field.
* Be a good research collaborator, maintaining a safe, clean, and collegial academic and work environment.
* Discuss policies on work hours, sick leave, and vacation with my advisor.
* Discuss expectations on authorship and attendance at professional meetings with my advisor.
* Be committed to a student’s education and training as a future member of the research community.
* Be committed to guiding a student’s research project, allowing them to take ownership of their research.
* Encourage students to set reasonable goals and establish a timeline for completion.
* Provide and seek regular and honest feedback on an ongoing basis.
* Commit to improving as a mentor.
* Be open to students by encouraging them to bring concerns to you, while aiming to find acceptable solutions for all concerned.
* Be knowledgeable of and guide students through the graduate program’s requirements/deadlines.
* Advise and assist with a student’s d committee selection.
* Lead by example and facilitate training in complementary skills needed to for a successful career, such as communication, writing, management, and ethical behavior.
* Discuss authorship policies, acknowledge a student’s research contributions, and work with students to aid in publishing their work in a timely manner prior to their graduation.

**Steps for creating your IDP**

1

2

3

4

5

***Self-Assessment***

***Create self-assessment summary***

 ***Discuss and develop action plan with mentor***

 ***Implement action plan***

 ***Revise and review as needed***

What are your current **aspirations**, **goals**, and **responsibilities**?

***Background***

*Briefly summarize your background, such as where you come from, unique experiences in your life, or anything else that has shaped who you are today and who you want to become during your doctoral studies.*

***Career Aspirations***

*What type of career would you like to pursue after your doctoral studies?*

***Professional Goals***

*What are your professional goals?*

* *Long-term:*
* *Short-term:*

*What help would you need to achieve your goals?*

*What concerns do you have about pursuing your goals?*

***Responsibilities***

*What responsibilities do you have in your program, and what is your plan to fulfill them?*

This self-assessment survey allows you to evaluate your current strengths and weaknesses. Please check the boxes according to your ability (1 being low; 3 being high). Use these scores to guide your discussions with your advisor.

**Research Skills & Knowledge 1 2 3**

Broad-based knowledge of field[ ] [ ] [ ]

Critical reading of literature in field [ ] [ ] [ ]

Careful data and statistical code

management practices [ ] [ ] [ ]

Understanding data ownership[ ] [ ] [ ]

Identifying responsible conduct in[ ] [ ] [ ]

research

**Communication 1 2 3**

Writing for experts in my field [ ] [ ] [ ]

Writing for a lay audience [ ] [ ] [ ]

Grantwriting skills [ ] [ ] [ ]

Speaking clearly and effectively [ ] [ ] [ ]

Teaching in a classroom [ ] [ ] [ ]

Editing your own work [ ] [ ] [ ]

Collaborating on work/peer review [ ] [ ] [ ]

Providing constructive feedback [ ] [ ] [ ]

**Professionalism 1 2 3**

Planning and organizing projects [ ] [ ] [ ]

Effective time management [ ] [ ] [ ]

Upholding ethical standards [ ] [ ] [ ]

Upholding commitments/deadlines [ ] [ ] [ ]

Maintaining positive relationships [ ] [ ] [ ]

Contributing to community/institution [ ] [ ] [ ]

Contributing to a team [ ] [ ] [ ]

in office/lab/classroom

**Career Advancement 1 2 3**

Identifying career options [ ] [ ] [ ]

Preparing application materials [ ] [ ] [ ]

Interviewing skills [ ] [ ] [ ]

Participating in professional service [ ] [ ] [ ]

Taking long-term approach to career [ ] [ ] [ ]

***List your accomplishments within the current academic year.***

|  |  |
| --- | --- |
| *Presentations* |  |
| *Publications* |  |
| *Other Research Activities (e.g., research project participation; grant writing; research-focused training)* |  |
| *Professional Activities (e.g., teaching experience; service roles)* |  |

|  |
| --- |
| **Goals:** |
| *Planned Activities* |  |
| *Projected Timeline* |  |
| *Additional Actions* |  |
| *Progress* |  |

***Discuss your self-assessment summary and existing goals with your advisor. Develop an action plan based on this conversation, to address your target goals, skills, and competencies for the next 12 months. Write this plan together, with the aim of updating and revising it as you make academic and personal progress during your graduate career.***

**Review and Revise your IDP**

As you implement your IDP, remember to adjust your plans as your circumstances change. If necessary, meet with your advisor throughout the year, to discuss your progress and your achievements. Be sure to verify that your annual meeting with your advisor has been scheduled, and that previous meetings have been noted on your student record in GIMS.

Your name: Today’s date:

Advisor: Today’s date:

**Annual Status Update**

**Please include below any updates on your progress over the course of the year that you would like to discuss at your next annual meeting with your advisor:**

**UF IDP Template Adapted From:**

myIDP.org template: <http://myidp.sciencecareers.org/>

Stanford University Biomedical Sciences Individual Development Plan Template: <http://biosciences.stanford.edu/idp>

University of Florida Public Health and Health Professions Individual Development Plan Template

University of Wisconsin-Madison Graduate School Individual Development Plan Template: https://grad.wisc.edu/pd/idp/