

INDIVIDUAL DEVELOPMENT PLAN GUIDELINES FOR POSTDOCS

OVERVIEW

INTRODUCTION

Taking the time to plan your career path will help you use your postdoctoral training period more efficiently and effectively. Having career-

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GUIDELINES FOR POSTDOCTORAL SCHOLARS

SELF-ASSESSMENT & ACCOMPLISHMENTS (PARTS I AND II)

IF THIS IS THE FIRST TIME YOU'RE COMPLETING AN IDP

- » List the skills and achievements you are bringing with you from your prior position or graduate training.
- » What skills and achievements do you hope to gain in this position? What challenges do you anticipate?

IF THIS IS NOT THE FIRST TIME YOU'RE COMPLETING AN IDP

- » List your achievements and new skills developed in the last year.
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EXAMPLES

SIMPLE GOAL	AREA(S) LACKING	SMART GOAL
Gain knowledge on melanoma.	Not specific, measurable or time-bound.	Write a review article discussing mechanisms of MAPK and AKT pathway activation during melanoma progression; submit a draft of the review article to my mentor(s) by the end of July.
Be awarded an NIH F32 Fellowship by July 1.	Not achievable.	Submit an application for an NIH F32 Fellowship by the April 8 deadline. If the fellowship is not awarded, submit an A1 resubmission application at the next available grant cycle (est. August 8).
Increase my professional communication skills by attending four national meetings within the next year.	Not realistic or specific.	Increase my professional communication skills