Keys to your future:
Individual development plans

FSHN Graduate Student Learning Community
Feb 3, 2016
Individual development plan (IDP)

Link to AAAS IDP website:

http://myidp.sciencecareers.org/

The following slides are stolen from Dr. Craig Oglivie’s videos for the ISU Grad College on IDPs

http://www.grad-college.iastate.edu/current/professional_development/idp/
Intro Individual Development Plans (IDP)

- Consider the broad range of careers available to you
- Assess what skills you would like to develop
- Identify what info/advice would be useful
  - Network of mentors
- Productive discussion with your advisor about your interests, and career options.
At the finish

- Towards the end of your degree/postdoc, several faculty will write reference letters to employers for you.
- What phrases do you think faculty use to write strong letters of recommendation?
- Write these down.
What do you want to be known for?

- Choose one of these phrases
- Frame a goal related to this aspect of what you want to be known for
- What actions will you take?
- How will you hold yourself accountable?
- How will you seek input/feedback on your work toward your goal?
IDP tools

- **Science, engineering:** free tool at [http://myidp.sciencecareers.org/](http://myidp.sciencecareers.org/)

Skills

Interests

Values

Ranked career options

Resources

Skill development

SMART Goals
Next steps after you finish your IDP

- Build a network
- Informational interviews
- SMART Goals:
  - (specific, measurable, achievable, results-focused, and time-bound)
Build a network

- Ask your advisor for the people he or she might know who work in a career you are exploring.
- Attend local/regional meetings of professional organizations of potential career.
- Find ISU alumni who work in the field and contact them.
- Search LinkedIn for the skills/careers and contact people who work in the field.
- ....
Information interviews

- Learn more about their career path, discuss items in common (nationality, research, etc.), gain advice
  - Goal is to learn from the person, not to get an interview or internship.
- Do your homework on the person that you interview.
- Prepare questions to ask. Utilize your research of the individual to personalize questions.
- Interview should be brief
- Follow-up thanking them for their time and help
SMART Goals

- Specific, measurable, achievable, results-focused, and time-bound
- Tied into what skills you need to develop
  - IDP
  - Information interviews
IDP SMART goals

- Reframe your chosen goal as a SMART goal
- Add specifics
- What measure of progress?
- Think about what is realistically achievable
- What results will come from your work toward the goal?
- In what timeframe?
Questions/Comments?