

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 know for?

- Choose one of these phrases
- Frame a goal related to this aspect of what you want to be know 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/>

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.
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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?