



Individual Development Plan for Undergraduates

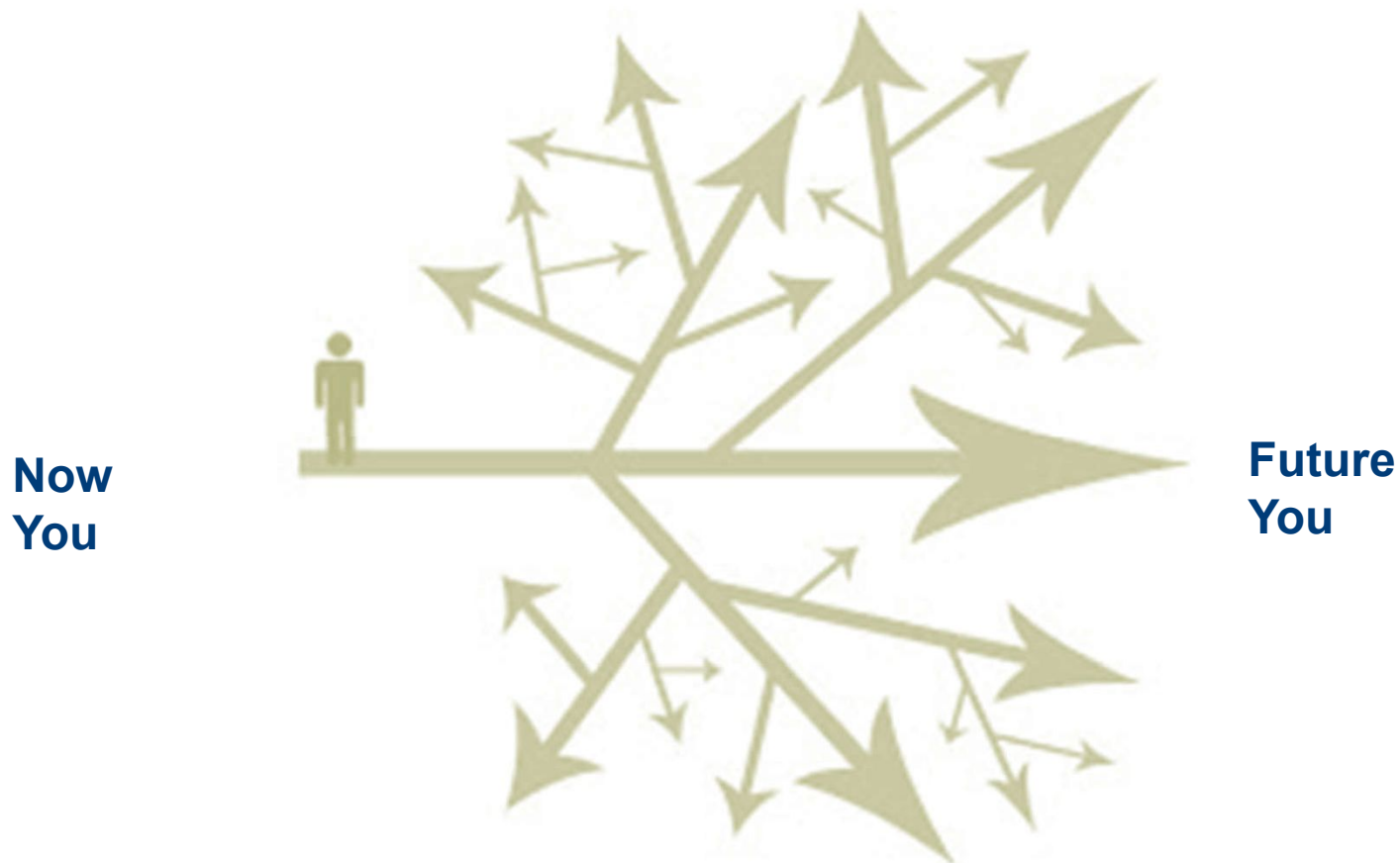
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Tuesday, June 20, 2022

We are continually faced with a series of great opportunities brilliantly disguised as insoluble problems. *John W. Gardner*

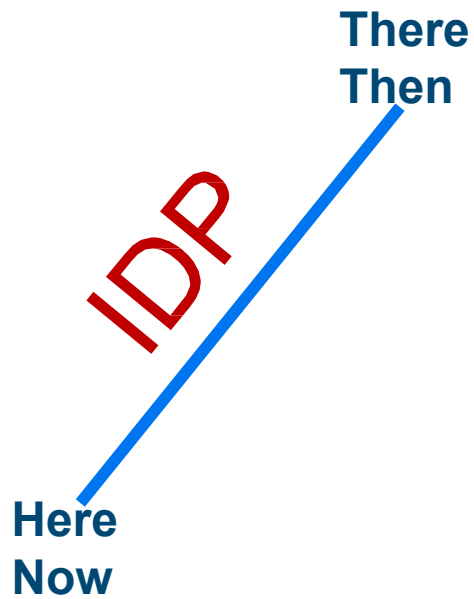
What is your game plan?

We succeed only as we identify in life, or in war, or in anything else, a single overriding objective, and make all other considerations bend to that one single objective. *Dwight D. Eisenhower*

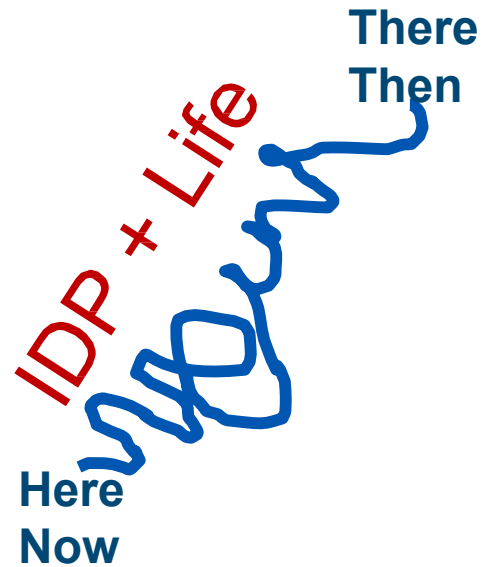


Path to success

What people think it looks like

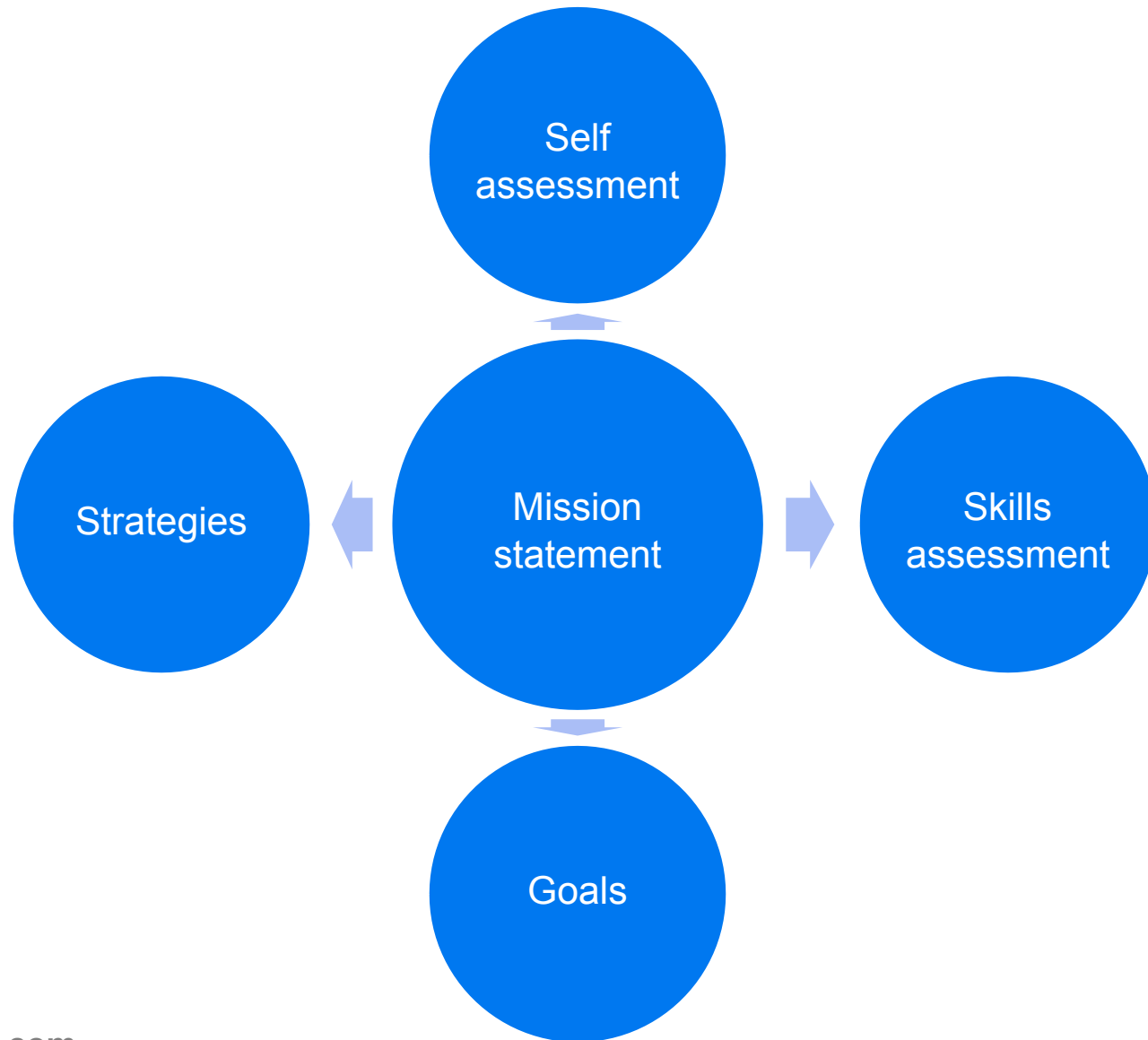


What it actually looks like



Individual Development Plan

A living document



“Would you tell me, please, which way I ought to go from here?”

'That depends a good deal on where you want to get to,' said the Cat.

'I don't much care where—' said Alice.

'Then it doesn't matter which way you go,' said the Cat. “

Alice's Adventures in Wonderland by Lewis Carroll

IDP = GPS

GPS requires that you enter a starting point and an ending point to provide directions.

This is what your IDP does, you are here and you want to go there. Your IDP lets you create a roadmap to navigate your way and even when along the way you encounter life's detours (marriage, birth, death, etc.), you will keep your destination in sight at all times.

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With regard to excellence, it is not enough to know, but we must try to have and use it. *Aristotle*

Mission Statement = North Star

Your ultimate purpose in life

It is a combination of your academic and professional aspirations and your personal and social ideologies

Greatness is not in where we stand, but in what direction we are moving. We must sail sometimes with the wind and sometimes against it - but sail we must, and not drift, nor lie at anchor. *Oliver Wendell Holmes*

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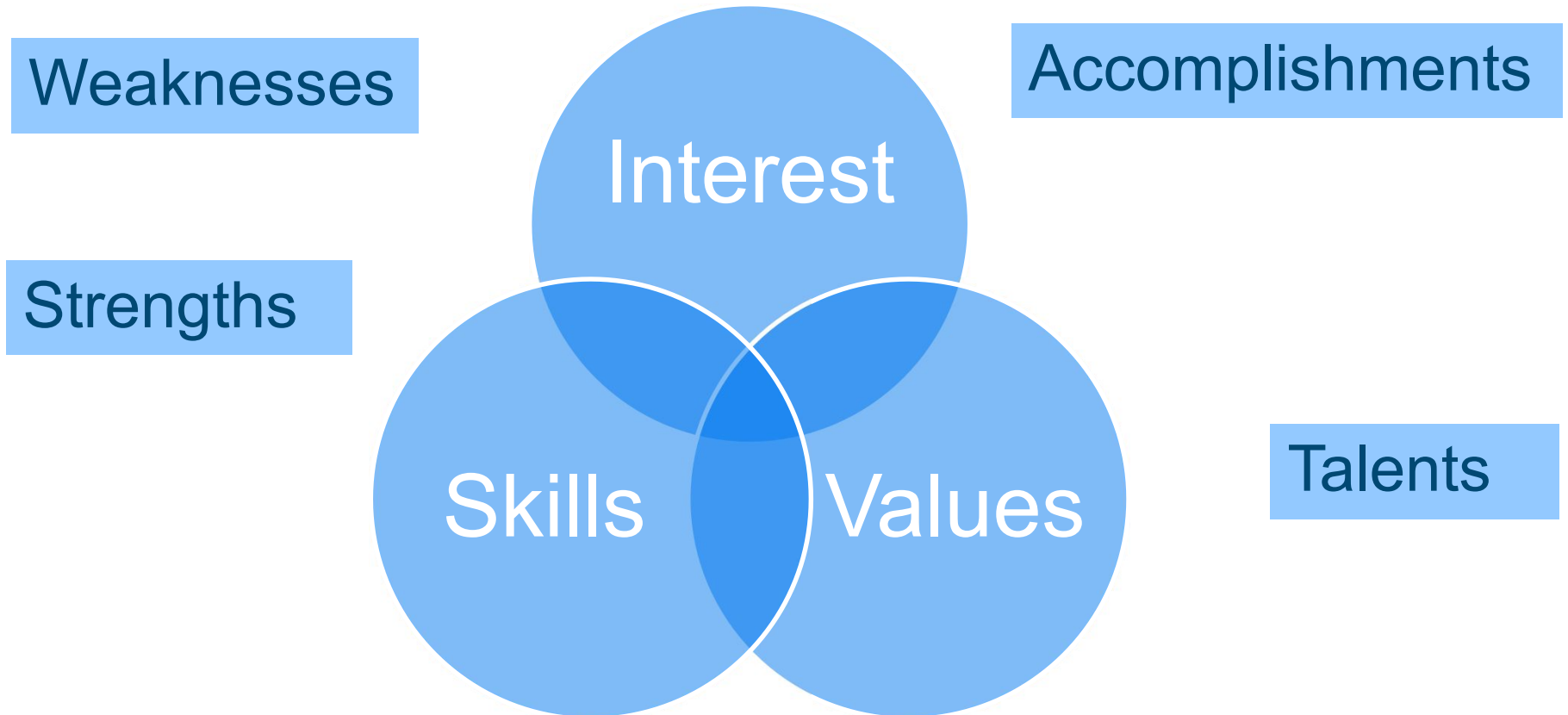
Career ion

- Explore career options
 - Ideal career
 - Plan B

- Define goals to get to career

- Create plans to meet goals

Self-assessment



Self-assessment

What interests you
What do you prefer to do

What are you good at
How good are you at it

Who are you
What is important in your job
In your personal life

Self-assessment

Self-assessment requires careful thought and it takes energy; it cannot be done in one sitting

You have to be introspective, and more importantly, you have to be honest

Knowing and understanding your interests, values and skills will help you prioritize your professional and personal goals

What career path are you thinking about How does this fit with your self- assessment

- Academia***
 - K-12
 - Undergraduate/graduate
 - Research Institute
- Government/Policy***
 - NIH
 - NASA
 - White House
- Business***
 - Tech
 - Law
 - Journals (e.g., editors)
- Industry***
 - Pharmaceutical companies (big pharma)
- Clinical Practice***
 - Pediatrician
 - Oncologist

Education → Career

□ What/Where

■ Academia

- K-12
- Undergraduate/graduate
- Research Institute

■ Government

- NIH
- NASA
- White House

■ Business

- Tech/Biotech
- Law
- Journals (e.g., editors)

■ Industry

- Pharmaceutical companies (big pharma)

■ Clinical Practice



□ How

- MD/PhD
- PhD
- MD
- MSc
- PSM
- Post-Bac
- BA/BS

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Get help

- Trusted mentor to help you identify the skills and steps needed to reach your goals
- Seek advice from
 - Academic and research advisors
 - Peers
 - Professors
 - Others who have followed a similar career/professional path

Barriers to success

- Academic and cultural isolation
- Low self-esteem
- Peers/friends/family who are not emotionally supportive of academic success
- Discrimination, whether perceived or real
- Stereotype threat = self-defeating prophecy
 - Low expectations □ low performance
- Inability to acknowledge that the problem exists
- Shame about where they come from

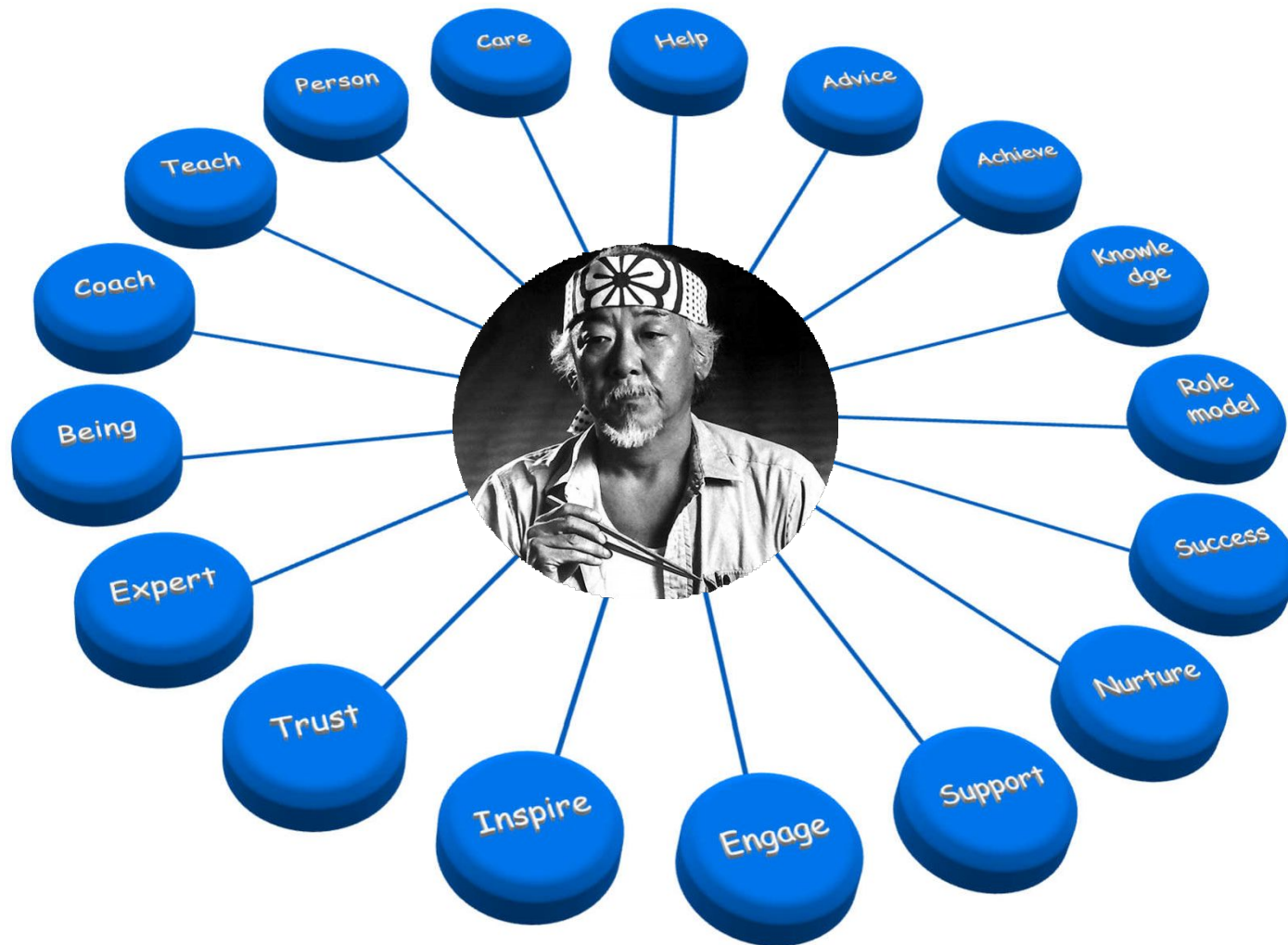
“Toward no crime have men shown themselves so cold-bloodedly cruel as in punishing differences of belief.” *James Russell Lowell*

How does mentoring help

- Personal and professional development
 - Communications
 - Financial obstacles
- Motivate and give courage & confidence to go on
- Removing institutional barriers
- Access to informal networks and information
- Avoids/decreases alienation
- Retention
- Diversity in disciplines

“I never teach my pupils. I only attempt to provide the conditions in which they can learn.” *Albert Einstein*

Strongest advocate + Strongest critic



Skills assessment

- ❑ Conduct an honest skills assessment
- ❑ Identify the gaps needed to reach your goals
- ❑ Craft effective strategies to fill those gaps within a realistic timeframe

Professional/Core competencies

Transferable skills

- Communications
 - Oral/writing
 - Working with others
- Teaching
- Mentoring/mentee
- Networking
- Leadership
- Time management
 - Priorities/goal setting
 - Meeting deadlines
- Giving/accepting feedback

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Professional/Core competencies

- Communications
 - Oral/writing
 - Working with others
 - Conflict resolution
 - Trust
 - Reliability
 - Ability to work in a team
 - Collegiality
 - Collaboration
 - Etc.

Technical competencies

- Creativity/experimental design
- Critical analysis/data analysis
- Statistical analysis
- Computer skills
- Problem solving
- Critical reading of scientific literature

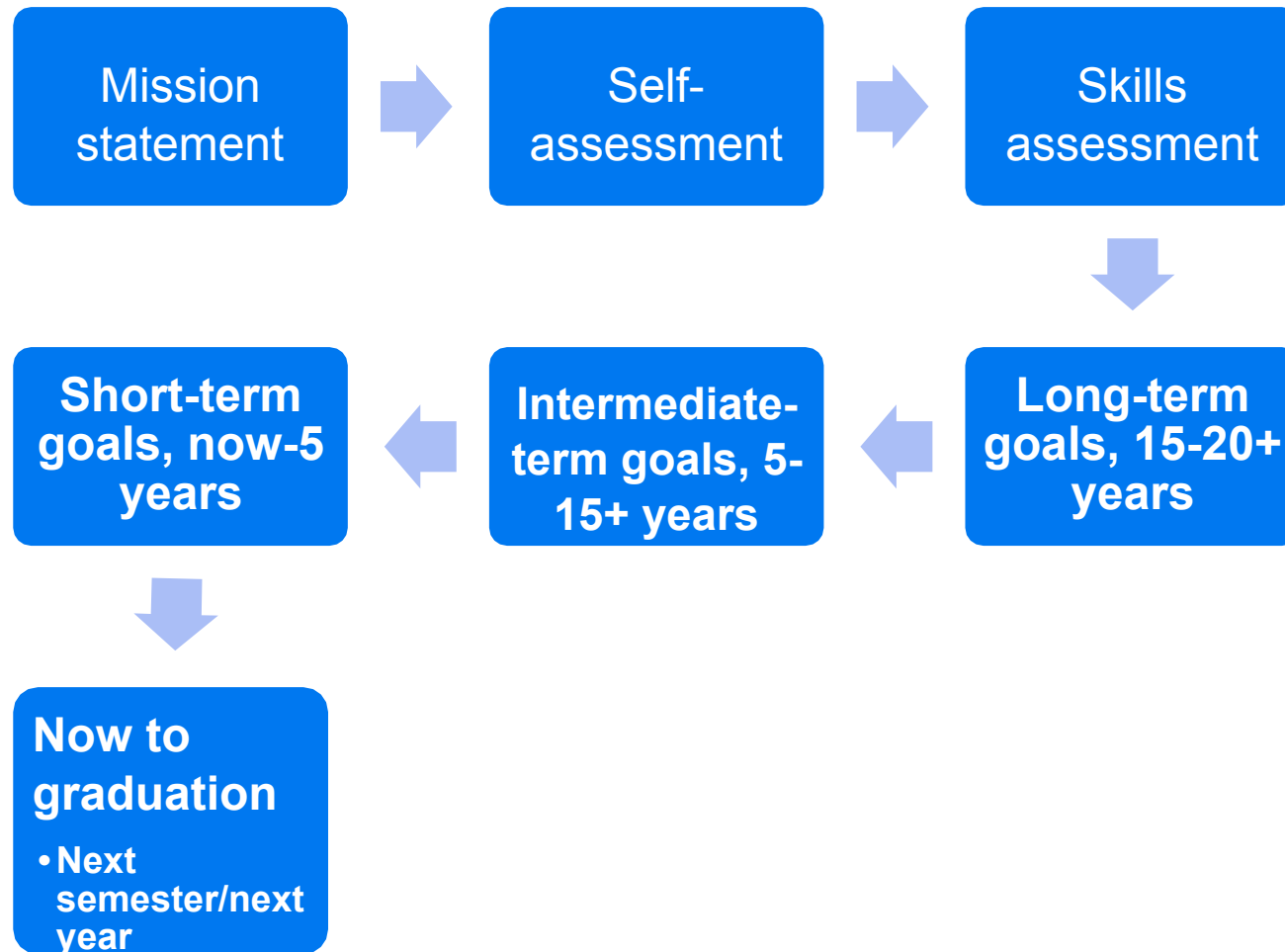
Foundation knowledge

- Biological sciences
- Chemical sciences
- Physics
- Computer science
- Engineering
- Mathematics
- English

Setting goals Success

- **S**pecific
 - Define precisely what you want to achieve
- **M**easurable
 - Demonstrate that the goal has been met
- **A**ttainable
 - Within your ability and control to achieve
- **R**elevant
 - Alignment with your mission
- **T**ime-bound
 - Establish milestones and timelines

Individual Development Plan



IDP Spreadsheet

- Goals
- Timeline
- Skills needed
- Current level
 - Rank 1-5
 - 1 = lowest level of proficiency = needs improvement
 - 5 = highest level of proficiency = does not need improvement at this time
- Strategies to close gap
- Deadline

Mission Statement

Goals	Timeline	Skills needed	Current level	Strategies	Deadline
Long-term	2040		XXXX		XXXX
Inter-mediate	2030		XXXX		XXXX
Short	Spring 2024				
Shorter	Spring 2022				

Long-term Goals	Timeline	Skills needed	Strategies
I want to be a leader in cancer research by becoming head of my own cancer laboratory in a major academic medical center	2040	*Organizational, leadership, time management, networking, etc. *Other skills to be defined later *Excellent graduate and postdoctoral work	TBD Workshops Readings Life experiences
I want to reduce health disparities in the US by serving as a role model, starting in my community	2035	Understanding of the needs and issues surrounding health disparities	TBD Workshops Professional meetings Community engagement

Intermediate-term Goals	Timeline	Skills needed	Strategies
I want to successfully complete a top-notch doctoral program, focusing on translational research in cancer biology	2030	*Creativity, research skills, scientific writing skills, presentation skills, etc. *Other skills to be defined later	TBD Didactic classes Workshops Readings
I want to become involved in the local community of my graduate school	2026	Understanding of the needs and issues surrounding health disparities	TBD Professional meetings Community engagement

Short-term Goals	Timeline	Skills needed	Strategies
I want to take and do very well on the GRE/MCAT	Spring 2022	Test taking strategies	Take a prep course
I want to matriculate in a top-notch doctoral program in cancer biology	August 2023	*Excellent undergraduate credentials *Specific coursework *Excellent application file *Summer research internship	Take upper-level courses. Workshop on preparing an excellent application.
I want to take some arts and humanities classes before I graduate	Spring 2022	Time management	Participate in a workshop
I want to graduate with a 3.87 GPA	May 2023	*Good study habits *Test taking skills *Time management	*Workshops on Study skills Test taking skills Time management

Skills needed	Current level	Strategies to close gap	Deadline	Comp
Biochemistry	3	Take Biochem II before graduation	Fall 2021	✓
Genetics	4	Will take additional course in graduate school	Spring 2024	
Statistical analysis	2	Take statistics courses	Fall 2021 Spring 2022	
Experimental design	2	Work with my summer research mentor to be more involved in my project	Immediately	✓
Networking	5	No additional training needed at this time		
Time management	1	Find some training materials on time management Find a workshop	Immediately Next semester	

Building your IDP

- Establish your goals
- Identify skills/competencies/support needed
- Your current skill level for each competency
- Strategies needed to develop those skills

NB

- Same skills listed for some short-term and some long-term goals
- Development of those skills at different levels at different stages of your career

Assess, review, and update

- Frequency
 - Now
 - Later

- Did you meet the deadlines?
 - If not, why not?

- Update

**Do not be a spectator in your life, be the driver;
take ownership, responsibility, and
accountability for your future.**

**Creating an effective IDP requires you to think
about your big audacious goals and how to
realistically reach them.**