

# Individual Development Plan for Postdoctoral Scholars

*Adapted and used with permission from the Federation of American Societies for Experimental Biology (FASEB)'s Science Policy Committee*

**Individual Development Plans (IDPs)** for postdoctoral scholars provide a planning process that identifies both professional development needs and career objectives for the individual postdoc. Furthermore, IDPs serve as a communication tool between postdoctoral scholars and their mentors. An IDP can be considered one component of a broader mentoring program that needs to be instituted by all types of research institutions.

## **Goals of the IDP:**

Help the postdoctoral scholar identify:

- Long-term career options he or she wishes to pursue and the necessary tools to meet these; and
- Short-term needs for improving current performance.

## **Benefits of the IDP:**

The IDP provides postdoctoral scholars with a process that assists in developing long-term goals. Identifying short-term goals will give postdocs a clearer sense of expectations and help identify milestones along the way to achieving specific objectives. The IDP also serves as a tool for communication between the postdoctoral scholar and his or her faculty mentor/supervisor/PI.

## **Outline of IDP Process:**

The development, implementation and revision of the IDP require a series of steps to be conducted by the postdoctoral scholar and her or his mentor. These steps are an interactive effort, so both the postdoc and the mentor must participate fully in the process.

## **BASIC STEPS**

	<i>...for Postdoctoral Fellows</i>	<i>...for PIs/Faculty Advisor/Mentors</i>
Step 1:	Conduct a self-assessment; look at your skills, interests and identify areas where you want to improve, gain more knowledge or strengthen skills.	Become familiar with available opportunities, especially those offered through the NC State University Office of Postdoctoral Affairs (OPA) [ <a href="http://postdocs.ncsu.edu">http://postdocs.ncsu.edu</a> ].
Step 2:	Discuss goals and opportunities with mentor.	Discuss opportunities with postdoc.
Step 3:	Write an IDP, share with mentor and revise, if needed.	Review postdoc's IDP and offer input.
Step 4:	Implement the IDP. Revise the IDP as needed.	Establish regular review of progress and help revised the IDP as needed.

# Postdoctoral Scholar Individual Development Plan

Name of Postdoctoral Scholar: \_\_\_\_\_ Implementation Date: \_\_\_\_\_

Department: \_\_\_\_\_

## GOALS FOR THE POSTDOCTORAL EXPERIENCE

**Research Projects** postdoc is expected to undertake as well as any independent research projects the postdoc hopes to pursue:

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**Skills** postdoc wishes to gain during postdoctoral experience (research, teaching, etc.):

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**Number of Articles** postdoc plans to publish from postdoctoral experience (also note any goals to be first author, which journals to submit articles, collaborations in writing, etc.):

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**Grantwriting** endeavors postdoc wishes to undertake (i.e., training grants, postdoctoral fellowships, co-author as senior personnel on a research grant, etc.):

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**National or Other Professional Meetings or Conferences** postdoc would like to attend (also note any goals to present a topic, moderate a discussion, etc.):

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**Mentoring or Supervision** of undergraduate or graduate students (or others) postdoc would like have responsibility for:

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**Teaching Experience** postdoc would like to gain (course lectures, assistance with classes):

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**Service Activities** that are of interest to the postdoc (serving on committees, assisting with departmental endeavors, etc.):

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**Additional Professional Development opportunities the postdoc would like to engage in (such as attending Office of Postdoctoral Affairs seminars/workshops; attending career fairs; strengthening presentation or English-speaking skills, etc.):**

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## **CAREER GOALS**

**What type of career is the postdoc interested in pursuing (faculty position in a research institution, faculty position at a teaching college, research scientist in industry, entrepreneur, etc.):**

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**What does the postdoc need to achieve/accomplish to pursue his/her career goals (keep in mind the postdoctoral position is meant to be one that fosters independence as a researcher and a scientist; what will the postdoc need to be competitive for the career s/he wants to pursue)?**

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**When does the postdoc anticipate starting his/her job search?**

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**Are there issues/concerns that impact the postdoc's job search (such as visa issues, limited ability to move to a different area, etc.)?**

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## ADDITIONAL GOALS/CONCERNS

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**This Individual Development Plan (IDP) was reviewed and discussed and will be used as a working document to assist both the postdoctoral scholar and the PI/faculty advisor with the overall goals, endeavors and expectations associated with the postdoc's appointment.**

**Date Reviewed:** \_\_\_\_\_

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**Name of Postdoctoral Scholar**

\_\_\_\_\_  
**Name of PI/Faculty Advisor**

\_\_\_\_\_  
**Signature of Postdoctoral Scholar**

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**Signature of PI/Faculty Advisor**