

# INDIVIDUAL DEVELOPMENT PLAN FOR POSTDOCS

## INFORMATION

Postdoc Name:

Department or Program:

Job Title:

Mentor:

Department or Program:

Appointment  
Date:

Last IDP Date:

Indicate your regular Postdoc-Mentor Meeting time and location (e.g. every other Monday at 3 PM via Skype).

Expected duration of postdoctoral training. If you plan to finish in 18 months or less, estimate when you will begin your job search.

## APPROVALS

\_\_\_\_\_  
Postdoc Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mentor Signature

\_\_\_\_\_  
Date



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### PART I. SELF-ASSESSMENT

Reflect honestly on your level of development in each of the listed skill areas. Learn more about these skills at the [National Postdoctoral Association Core Competencies website](https://www.nacac.org/competencies/).

*As an alternative, [myidp.sciencecareers.org/](https://myidp.sciencecareers.org/) offers a checkbox-style skills assessment and includes values and interests assessments, after creating a free account.*

	STRENGTHS	AREAS FOR IMPROVEMENT
DISCIPLINE-SPECIFIC CONCEPTUAL KNOWLEDGE		
RESEARCH SKILLS		
COMMUNICATION		
PROFESSIONALISM		
LEADERSHIP & PROJECT MANAGEMENT		
RESPONSIBLE CONDUCT OF RESEARCH		

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### MENTORS

Provide feedback on your postdoc's skills in the above areas. How have they improved in the last year?



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### PART II. ACCOMPLISHMENTS

*Note: if this is the your first IDP, use this section to list all relevant prior accomplishments.*

Briefly review your research progress in the last year. Briefly list your recent publications, presentations, abstracts, awards/honors, and funding (including unfunded and pending applications).

What other professional activities have you participated in this year?



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### PART III. RESEARCH GOALS

Outline the overall goal of your research, and list your project objectives for the coming year.

<b>LONG-TERM RESEARCH GOAL</b>	
<b>SHORT-TERM (6-12 MONTH) RESEARCH GOALS</b>	1.  2.  3.

Identify any areas you feel you need improvement or additional training to complete your research objectives (i.e., new techniques or data analysis methods, courses or trainings, or collaborations).

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#### MENTORS

Provide feedback on these research objectives, and any resources you may be able to connect your postdoc with to meet these objectives.

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### PART IV. CAREER GOALS

#### LONG-TERM CAREER GOALS

List one (or two, if you are early in your postdoctoral training) long-term career goal (i.e. tenure-track faculty member at a research university, research scientist in industry, etc.). What additional training do you need to make the transition to this career?

#### SHORT-TERM CAREER GOALS

The next two pages contain space to map out 3 or more goals for the next year in the SMART format. Use your self-assessment from Part I, research goals from Part III, and long-term career goals from Part IV to write your annual goals (see: [Guidelines for Postdoctoral Fellows](#)).

#### SMART GOALS

SPECIFIC	Details what will be accomplished
MEASURABLE	What is produced to demonstrate goal completion
ACHIEVABLE	Is within your power to attain
REALISTIC	Can be completed given other goals & duties
TIME-BOUND	Includes a realistic completion timeframe

*Note: Additional goals may be added at your and your mentor's discretion.*

	GOAL 1	GOAL 2
SKILL AREA		
TARGET ABILITY		
SPECIFIC GOAL		
HOW SUCCESS WILL BE MEASURED		
TIMEFRAME FOR COMPLETION		



## INDIVIDUAL DEVELOPMENT PLAN FOR POSTDOCS

GOAL 3	GOAL 4
SKILL AREA	
TARGET ABILITY	
SPECIFIC GOAL	
HOW SUCCESS WILL BE MEASURED	
TIMEFRAME FOR COMPLETION	

GOAL 5	GOAL 6
SKILL AREA	
TARGET ABILITY	
SPECIFIC GOAL	
HOW SUCCESS WILL BE MEASURED	
TIMEFRAME FOR COMPLETION	

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### MENTORS

Provide constructive feedback on the postdoc's long- and short-term goals. In what ways can you help the postdoc meet these goals?

