

Individual Development Plan

(Based on UA College of Medicine IDP)

ASSESS YOUR SKILLS

Assess your strengths and weaknesses relative to where you think someone at your stage should be, and check the boxes for skills that you would like to target in the coming year.

	Mark your perceived ability level			Target this skill during your postdoc
	1 <small>weak</small>	2	3 <small>strong</small>	
Critical reading of the literature	1	2	3	<input type="checkbox"/>
Experimental design and statistical analysis	1	2	3	<input type="checkbox"/>
Technical expertise	1	2	3	<input type="checkbox"/>
Interpretation of data	1	2	3	<input type="checkbox"/>
Creativity and innovative thinking	1	2	3	<input type="checkbox"/>
Experience with the peer review process	1	2	3	<input type="checkbox"/>
Degree of research independence	1	2	3	<input type="checkbox"/>
Time management	1	2	3	<input type="checkbox"/>
Writing research articles	1	2	3	<input type="checkbox"/>
Writing grants	1	2	3	<input type="checkbox"/>
Oral presentation skills	1	2	3	<input type="checkbox"/>
Speaking to a nonspecialized audience	1	2	3	<input type="checkbox"/>
Interpersonal skills	1	2	3	<input type="checkbox"/>
English fluency	1	2	3	<input type="checkbox"/>
Teaching / mentoring	1	2	3	<input type="checkbox"/>
Other (specify) _____	1	2	3	<input type="checkbox"/>
Other (specify) _____	1	2	3	<input type="checkbox"/>
Other (specify) _____	1	2	3	<input type="checkbox"/>

SET GOALS

(1) What is your future job goal?

(2) What are your primary goals for this first year of postdoctoral training?

ACTION PLAN

(1) How do you plan to achieve your goals for this first year of postdoctoral training?

(2) How/when will you communicate your goals to your mentor(s)?