**Individual Development Plan (IDP)**

**Part I - Describe career goals and set objectives.**

***A) Describe your current career goal(s). - What are your primary interests? (e.g. research, teaching, business, government, writing) - What are the primary factors driving your career goals, plans and decisions? (e.g. career interest; family commitments; geographic priorities; financial objectives; etc.)***

***B) Set objectives for progressing toward these career goal(s) in the coming year. - What steps are you taking to enhance your ability to attain these goals? - What additional training or skills would most benefit you in preparing for your next role? - Are you interested in teaching? How will you seek teaching opportunities? - When do you anticipate beginning a job search?***

**Part II – Review your progress: research and professional training in the past year.**

***a) Provide a short overview of your dissertation or thesis project (2-3 sentences) and briefly describe your research progress in the past year (1-3 paragraphs)***

***b) List your activities and accomplishments in the past year. - Publications - Patents - Honors or awards - Presentations at professional meetings (indicate title, oral or poster presentation) - Grants or fellowships - Teaching experiences - New research skills acquired***

***c) How successfully did you meet last year’s goals? Are there top-priority goals that you didn’t meet? - Describe any difficulties or challenges that you are facing in your research. - What factors caused or contributed to these difficulties? - What assistance, resources or mentoring might help you accomplish your research goals?***

***d) Attach a copy of your updated CV.***

**Part III – Set research goals for the upcoming year.**

***a) Set goals for your research project in the coming year. - Anticipated publications (include planned title, journal, and approximate submission date) - Plans to present research (name meeting/University/Organization, date, poster vs. presentation) - Research methods or technical skills to learn***

***b) Set training goals. - Courses to take - Writing, teaching or presentation skills to work on - Desired meeting or workshop attendance - Fellowship or other funding applications planned (indicate name of award, due date)***

**Part IV – Implement your ChemIDP.**

***a. Meet with your advisor and/or dissertation or thesis committee to discuss your ChemIDP.***

***b. Identify strategies by which your advisor and committee can facilitate you reaching your career goals. - What can your advisor or committee do differently to best support you in reaching your immediate research and training goals?***