

Individual Development Plan (IDP) for Postdoctoral Scholars
 UT Southwestern Graduate School of Biomedical Sciences

Name of Postdoctoral Scholar: _____

Department: _____

Signature: _____ Date: _____

Postdoctoral Mentor or other Faculty Advisor who contributed to this plan:

Name: _____ Signature: _____ Date: _____

You may find it useful to view the video recording of Dr. Melanie Cobb's presentation, "Setting Career Goals – IDP for Postdocs": <http://www4.utsouthwestern.edu:8080/psc/video/Cobb2.cfm>. This recording is on the intranet, which can be viewed on a networked campus computer or via [VPN](#).

Upon completion of this form and discussion with your mentor please send a message (not a copy of this form) to SGSPostdocOffice@UTSouthwestern.edu.

1. RESEARCH PROJECT

A. Describe the aims and experimental approaches of your current research project(s):

B. What is the significance of your research?

2. TRACK YOUR PROGRESS

Since becoming a postdoctoral scholar or since writing your last IDP,

A. List new techniques/expertise acquired:

B. Briefly describe major research accomplishments (not publications):

C. List publications submitted/published:

D. List posters and talks that were presented at meetings:

D. List honors, awards, and appointments received:

E. List "beyond the bench" accomplishments (e.g. teaching, clinical work, committees, course work, etc)

F. Describe and explain your level of satisfaction with your research progress in the last year:

G. Describe and explain your level of satisfaction with your career development in the last year:

3. SELF ASSESSMENT

A. **Assess your skills and abilities** – Be introspective; list personal traits e.g. speaking and writing abilities, preference for working alone or in a collaborative team, ability to complete a project, extent of flexibility in changing projects, comfort with being leader vs. follower, addressing the “big picture” vs. details, ability and aptitude for reviewing the literature, etc. Consider which of these should be included in your C.V.

B. In which areas do you need **further development**?

C. **Update your CV** and attach to this document. Include awards and accomplishments.

D. **Define career path(s)** that you plan to pursue; take into account your skills and attributes listed above (e.g. research-focused academics, college teaching & research, other teaching, small biotech, large pharmaceutical, medical writing, etc.)

If undecided, gain more insight by consulting the Resources/Career Planning section of the graduate school's Career Services web page:

<http://www.utsouthwestern.edu/graduateschool/careerservices.html#resources>

and viewing videos on career choices provided by the graduate school (accessible on UT Southwestern networked computers or via VPN):

<http://www.utsouthwestern.edu:8080/utsw/cda/dept436201/files/443151.html>

4. EXTERNAL FEEDBACK

Obtain outside opinions. Discuss your C.V. and self assessment with others, including your postdoctoral mentor and/or other faculty advisor(s).

A. What can your mentor/advisor add that you may have overlooked or underestimated, including personal traits/strengths and identification of career opportunities?

B. Analyze what you need to do to acquire the skills and abilities to be competitive for your career choice(s).

C. Prioritize areas for development with mentor; list them here and enter them in your time table (**time table template on next page**).

D. What will you ask your mentor(s) to do to help you achieve your goals for the next year (e.g. critique your writing and public presentations, help make contacts for collaborating/networking, tell you about job openings, etc.)?

Template for Time Table of Postdoctoral Training Goals– expand as desired and revise as necessary

Goals¹	Year 1	Year 2	Year 3
Scientific Development (e.g. learn new lab techniques, apply for fellowship, write manuscript, attend scientific conference, present poster, participate in a course or workshop)			
Career Development² (e.g. improve oral and/or written communication, complete mandatory course work, gain teaching experience, attend career seminars, attain leadership skills by serving on committee, write transition grant app.)			
Job Hunt (e.g. prepare/update C.V., expand/utilize network of colleagues, develop" job talk", contact graduate school's Career Services, begin submitting applications)			
Other			

¹ General suggestions are given in the Goals column; list *your specific goals* under the year columns. Create longer time table with additional pages.

² Note that you must register and complete a [postdoctoral training certificate](#) every two years as a postdoctoral scholar. List required courses such as Ethics, Journal Club/WIP, IDP, and other career development courses. Contact SGSPostdocOffice@UTSouthwestern.edu with questions/concerns.