Colorado State University RAM Individual Development Plan

|  |
| --- |
| Basic steps of the IDP |
|  | Mentee Activities | Mentor Activities |
| **1** Evaluate yourself. |
|  **2** Create an Individual Development Plan (IDP). |
|  | **3** Consult with your mentor about your IDP.  Sign the IDP check sheet as a voluntary contract with your mentor. | Help your mentee revise the IDP. Sign the IDP check sheet as a voluntary contract with your mentee. |
| **4** Execute your IDP. Help facilitate the IDP |
|  | **5** Revisit your IDP regularly and as needed. | Regularly review and provide support.  |



Create Your RAM IDP

Evaluate current responsibilities

Create specific definitions of objectives and strategies below that will help you be successful in your current role. Include an explicit time frame for the start and end of these actions. Make measurable outcomes that are clear enough to allow yourself and others to know if you’ve met your objectives.

|  |  |  |  |
| --- | --- | --- | --- |
| Objectives or skills to attain | Specific activities and strategies | Start and end dates with regularity | Measurable outcomes |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |



Create personal career objectives

Create specific definitions of objectives and strategies below that will prepare you for success in your next career step. Include an explicit time frame for the start and end of these actions. Make measurable outcomes that are clear enough to allow yourself and others to know if you’ve met your objectives.

|  |  |  |  |
| --- | --- | --- | --- |
| Objectives or skills to attain | Specific activities and strategies | Start and end dates with regularity  | Measurable outcomes |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |



Objective prioritization

Consider your objectives, prioritize them, and organize them into short term and long term goals.

|  |  |  |
| --- | --- | --- |
|  | Within the next 6 months | More than 6 months away |
| Most important |  |  |
| Lower priority |  |  |



Consider your effort

 In the past year and/or with your current plans, what percentage effort do you put to each of these areas?

#### **Research** **Courses/Training Teaching Professional Service Wellness**

 In the next year, how will you change these percentages?

#### **Research** **Courses/Training Teaching Professional Service Wellness**

(Continued next page)

Map your mentor network

Develop a network of mentors to enhance your opportunities and successes by allowing the range of support and expertise that you need to be distributed across a group of mentors with true expertise or who are excellent role models. A single individual is unlikely to meet all of your mentoring needs. Use the chart below to identify individuals in your mentor network, the role they play or expertise they provide, and how often you will meet with them. Consider how each mentor will support you to determine overlap and gaps in your network.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Meeting frequency & format(in person, virtual, phone) | Roles, responsibilities, & expertise | Are these meetings and rolessufficient? | Do you initiate meetings? | Need help finding or coordinating? |
| Lead mentor |  |  |  |  |  |
| Dissertation/Thesis committee: as a group (List names) |  |  |  |  |  |
| Dissertation/Thesis committee: one-on-one(Names/roles) |  |  |  |  |  |
| Additional mentors(Names/roles) |  |  |  |  |  |
| Collaborators (Names/roles) |  |  |  |  |  |



**RAM IDP modified from:**

Federation of American Societies of Experimental Biology (FASEB) IDP for Postdoctoral Fellows: [faseb.org/portals/2/pdfs/opa/idp.pdf](http://faseb.org/portals/2/pdfs/opa/idp.pdf)

myIDP website: [myidp.sciencecareers.org](http://myidp.sciencecareers.org/)

Individual Development Plan for UCSF Faculty

Individual Development Plan for Case Western Reserve University Postdoctoral Trainees [postdoc.case.edu/current/careers.html](http://postdoc.case.edu/current/careers.html)

The National Postdoctoral Association Postdoctoral Core Competencies:
<https://www.nationalpostdoc.org/page/CoreCompetencies?&hhsearchterms=%22competencies%22>

University of Wisconsin-Madison Graduate School Office of Professional Development, DiscoverPD: <https://grad.wisc.edu/professional-development/individual-development-plan/>

University of Southern California Office of postdoctoral Affairs: <https://postdocs.usc.edu/scholars/career-development/idp/>

Stanford Biosciences, Stanford University: <https://biosciences.stanford.edu/current-students/idp/forms/>