

# SELF-ASSESSMENT FOR AN IDP



Modified from the University of Wisconsin Graduate School Office of Professional Development DiscoverPD program.

Rate your confidence in your ability to do the following activities. Use 1-2 or 4-5 rankings to optimize your ability to identify strengths and weaknesses.

1 = very unconfident; 2 = somewhat unconfident; 3 = neither unconfident nor confident; 4 = somewhat confident; 5 = very confident

## Inquiry, discovery, and creation

Inquiry, discovery, and creation describe characteristics of higher order thinking embodied by graduate students, including analyzing, evaluating, and creating.

	1	2	3	4	5
Create, invent, or produce new and innovative concepts or products					
Evaluate information, critique, and make judgments based on internal or external evidence					
Pursue answers to complex questions					
Think and act innovatively to create opportunity					
Challenge conventional thinking					

## Disciplinary expertise and interdisciplinary connections

Core to graduate education, disciplinary expertise and interdisciplinary connections inform solutions to complex problems and creating new knowledge.

	1	2	3	4	5
Achieve the learning outcomes of my academic program, as well as those defined for all Colorado State University graduate students					
Acquire depth and breadth of knowledge in my subject area					
Develop advanced skills in my subject area					
Work with peers and colleagues across disciplines					
Embrace the values of my profession					
Employ critical and analytical thinking and problem solving					
Obtain funding for my research or project					
Conduct myself ethically and professionally					
Seek and utilize information and technology resources appropriate to my discipline					

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## Leadership

Leadership occurs at all levels of successful organizations, regardless of formal authority or management role.

	1	2	3	4	5
Guide strategy and vision (e.g., on team projects)					
Move ideas into action					
Inspire others to new ways of thinking or acting					
Foster creativity and innovation in people around me					
Understand the dynamics of organizations					
Be proactive and take risks					
Acquire resources (e.g., get financial support from leadership, or collaborative support from others)					

## Career development

Career development is a lifelong, proactive process of planning and implementation toward evolving, personally-defined career goals.

	1	2	3	4	5
Assess my skills, values, and interests					
Obtain mentorship					
Explore careers (e.g., conduct informational interviews)					
Market myself (e.g., utilize LinkedIn or other online platforms)					
Interview for jobs successfully					
Apply for job openings (e.g., writing a cover letter, resume, and/or CV)					
Participate in professional service					
Build and communicate my transferable skills to potential employers					
Take a lifelong approach to managing my career (e.g., utilizing an IDP, implementing both short- and long-term professional goals)					

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## Managing projects and people

Managing projects and developing people's potential requires an understanding of systematic approach methods, evaluation, and effective use of resources.

	1	2	3	4	5
Manage projects effectively by setting goals and monitoring results					
Supervise and/or mentor others					
Provide constructive feedback to others					
Manage financial resources (e.g., reading financial statements or budgeting)					
Employ systems and technology for productivity					

## Communication

Communication is a bidirectional exchange of information, effective through understanding the intersection of media, audience, and message.

	1	2	3	4	5
Select and utilize optimal media for a particular message (e.g., when to use written, oral, visual, digital, smart media)					
Write for experts in my discipline					
Write for a lay audience (i.e., those who are not experts in my discipline)					
Creatively engage with the public about my scholarship or research					
Write effective grant proposals					
Utilize effective technical writing skills for my discipline					
Navigate the academic publishing landscape in my discipline					
Consult and listen well					

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## Value for diversity and inclusion

True learning calls for free and open debate, requires respect of all individuals and ideas, and prepares students to live and work in a world that speaks with many voices and from many backgrounds and experiences.

	1	2	3	4	5
Learn from and work effectively with people from cultural backgrounds different from my own (i.e., demonstrate cultural competence)					
Learn from and work effectively with people from international backgrounds (i.e., demonstrate global competence)					
Demonstrate equitable and inclusive leadership skills					
Promote equitable, inclusive, and respectful workplaces and/or classrooms					
Cultivate relationships with people from different backgrounds, experiences, and cultures					
Recognize differences and similarities as they enhance and enrich experiences for all					

## Interpersonal effectiveness

Interpersonal effectiveness entails recognizing and assessing the impact of one's behavior on others, as well as understanding and cultivating positive relationships - e.g., with peers, coworkers, and advisors.

	1	2	3	4	5
Form teams and collaborate					
Appreciate, embrace, and/or foster the diverse perspectives of others					
Network effectively with others in a professional setting					
Negotiate (e.g., among people with conflicting ideas, salary negotiation)					
Resolve conflict between people or groups of people					
Mentor others (e.g., help to train undergraduates in my discipline)					
Help create a positive climate (i.e., a classroom or workplace where everyone feels comfortable and appreciated)					
Work effectively with my faculty advisor, mentor, and/or supervisor					

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## Personal effectiveness

Personal effectiveness describes a set of attitudes and attributes that are needed for lifelong career success.

	1	2	3	4	5
Maintain an openness to new ideas and perspectives					
Cultivate an attitude of curiosity and joy of discovery					
Stay motivated					
Demonstrate resilience					
Demonstrate integrity					
Think introspectively					
Engage in activities that improve conditions for others or help shape the future of my community (i.e., civic engagement)					
Be healthy physically, emotionally, and financially					
Manage my time effectively					
Stay organized in my academic, employment, and personal responsibilities					

## Responsible and Safe Conduct of Research

Integrity and safety are central to quality, reproducible research

	1	2	3	4	5
Use best practices for data acquisition, management, and sharing					
Identify conflict of interest and commitment and know how to declare					
Identify and report research misconduct					
Follow best practices in publication and responsible authorship					
Understand the peer review process					
Be part of an effective mentor-mentee relationship					
Engage in collaborative research					

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### Interpreting your responses to the self-assessment

If you chose to complete the static self-assessment in this document, you'll need to now review your responses. Take a moment to consider your responses on pages 1 through 5. Note subareas where you feel most confident (rated 4 or 5) and least confident (rated 1 or 2). Note any to which you feel committed to developing; these will be used in the objectives exercise in your IDP.

(Continued on next page)

## SELF-ASSESSMENT FOR AN IDP



### What are your current responsibilities and requirements?

As part of the self-assessment process, ask yourself some questions related to your current responsibilities and requirements. Doing so will lead you to actions or objectives to incorporate into your plan. Your aim is to develop skills that will lead to your success in your current position.

- What are the requirements and responsibilities you must meet during the next year? Two years?
  
  
  
  
  
  
  
  
  
  
- Are there particular technical skills or discipline-specific knowledge that you need to develop?
  
  
  
  
  
  
  
  
  
  
- Are there scholarly activities you would like to accomplish or work toward during the next year? Two years? (Examples: join a professional organization, present at a conference, co-author a paper...)

Other?

Comments:

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## What are your career aspirations?

In preparation for creating a truly individualized IDP, ask yourself some questions related to your career objectives. What type of work would you like to do? What is important to you in your future career?

- What competencies are required for your chosen career?
  
  
  
  
  
  
  
  
  
  
- How well do your current skills match the competencies required for your chosen career?
  
  
  
  
  
  
  
  
  
  
- What are your short-term objectives related to career exploration? (Examples: learn about science writing, conduct informational interviews, find out where graduates in my field are working/finding careers...)
  
  
  
  
  
  
  
  
  
  
- How will you develop contacts--a network--related to your career exploration objectives?

Other?

Comments: