

# Individual Development Plan

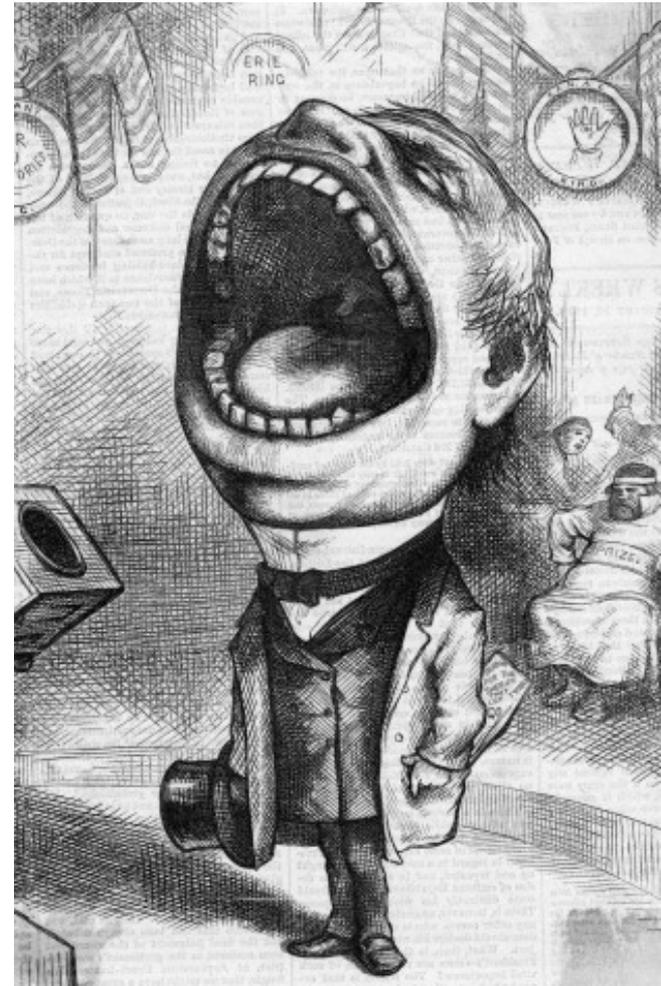
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National Institute  
on Drug Abuse

If you fail to plan, you are planning to fail.



# IDP in 20 Minutes

- Why do one?
- What is it?
- Any benefits?
- Resources to get started

# Purpose of an IDP

- Stimulates communication with mentor
- Planning about research & career goals



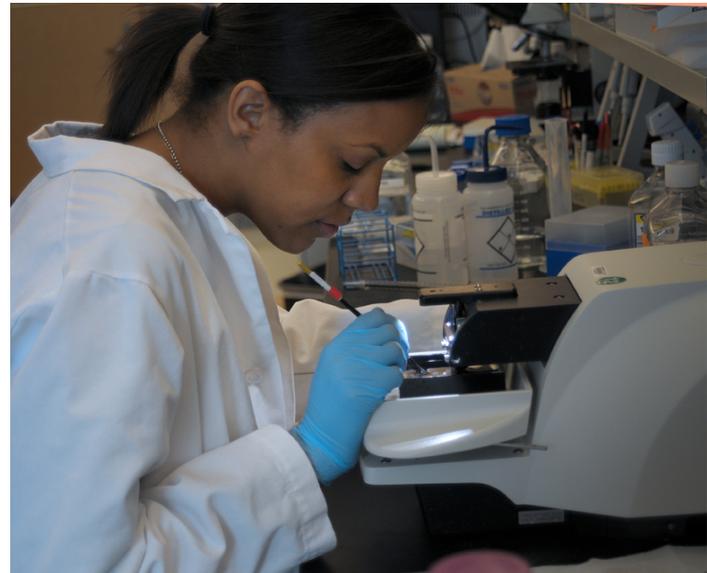
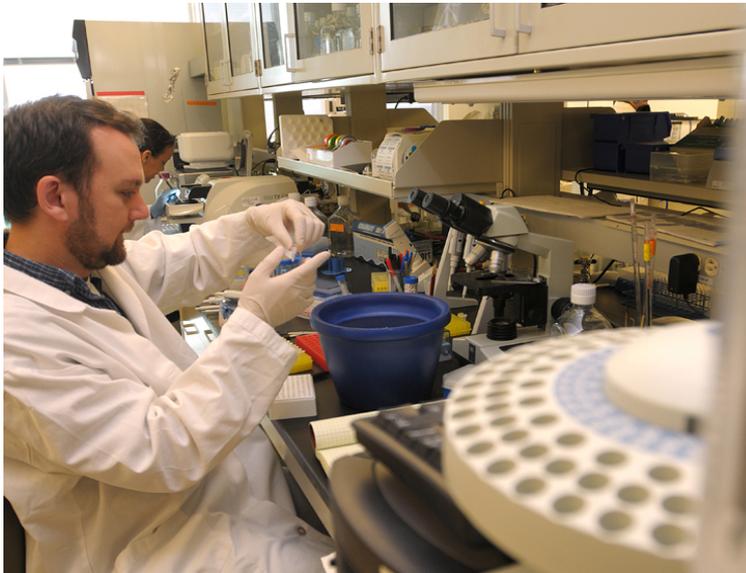
# Core Elements of an IDP (NIH)

- Research goals
- Career goals
- Mentorship
- Other expectations
- Self-assessment

# Core Elements of an IDP (NIH)

## 1. Research goals

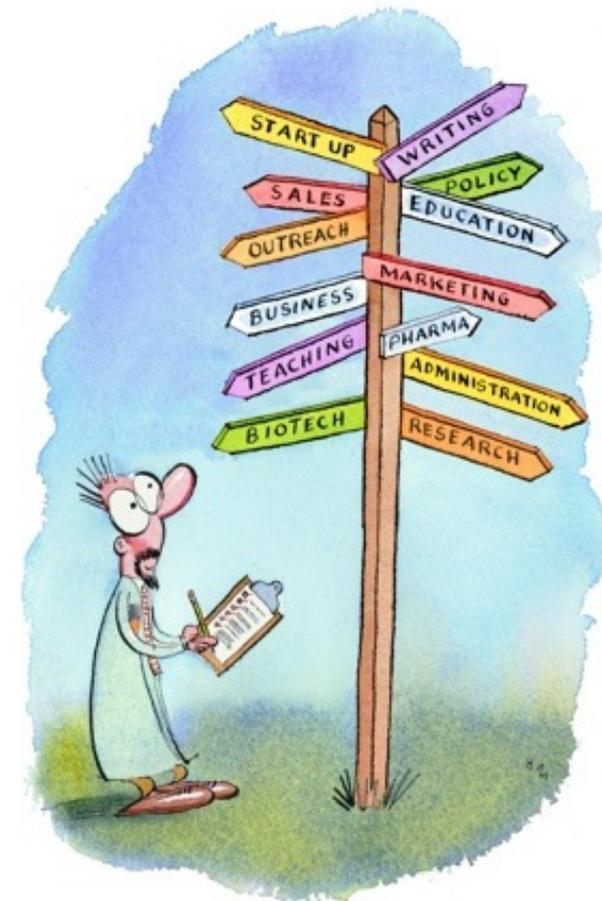
- Short- and long-term goals
- Training needed to achieve goals
- Publications



# Core Elements of an IDP (NIH)

## 2. Career goals

- General & specific goals
- Training needed to develop career competencies



# Core Elements of an IDP (NIH)

## 3. Mentorship

- Relationship/expectations of mentor
- Identify other mentors
- Mentoring summer intern or postbac



# Core Elements of an IDP (NIH)

## 4. Other expectations

- Attendance at seminars/lab meetings
- Scientific conferences
- Work schedule
- Vacations
- Work/life balance

# Core Elements of an IDP (NIH)

## 5. Self-assessment

- Skills, interests, values = career choice
- [myIDP.sciencecareers.org](http://myIDP.sciencecareers.org)
- IC Training Director
- OITE career counselor (Amanda Dumsch)



# Benefits of an IDP

- More likely to achieve stated goals
- Fewer conflicts with PI
- More productive, publications
- More responsibility
- Greater job satisfaction
- **Greater chance of career success**

# IDP Resources

- [myIDP.sciencecareers.org](http://myIDP.sciencecareers.org)
- [oir.nih.gov/sourcebook/mentoring-training](http://oir.nih.gov/sourcebook/mentoring-training)
- Training Director
- OITE career counselor (Amanda Dumsch)
- Online resources (Google search)

