

INDIVIDUAL DEVELOPMENT PLAN

PURDUE COLLEGE OF SCIENCE
DEPARTMENT OF CHEMISTRY

YEAR **1**

STUDENT NAME

ADVISOR NAME

DATE

“This process sparks much needed conversations between trainees and their mentors regarding career goals, skills and interests. This kind of communication is imperative.”

Your IDP for Year 1 should be completed before the end of your first year. The goals of completing your IDP are to ensure that the efforts you invest in your Ph.D. best position you for success following completion of the program. This is a tool that allows you to reflect on your goals, progress, and needs for your graduate career. A key component is establishing honest and open lines of communication with your thesis advisor. By sharing this plan with your advisor at your initial IDP meeting, you will have generated an action plan that will guide your training as you progress through the program. Meeting with your advisor about this document provides an opportunity to discuss topics that are important to you.

The CoS IDP portal provides a list of steps for successfully completing an IDP. Refer to those steps which are abbreviated in the box below. In addition, the portal provides a list of the student's and advisor's responsibilities when it comes to designing a training plan. Make sure that you and your advisor review those responsibilities as they will be important to the success of the student-advisor relationship.

IDP Steps Reminder

1 Perform a self assessment and complete the following Individual Development Plan (IDP). Attach and update copy of your CV.

2 Set up a meeting with your advisor.

3 Lead the discussion of your self assessment.

4 Obtain your advisor's feedback on your IDP and your CV.

5 Submit a copy to the Main Office for your file.



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PROFESSIONAL AND PERSONAL DEVELOPMENT

What are your long-term goals? (i.e., what do you want to be doing on a daily basis 5-10 years after you graduate?)

TRAINING • MENTORING

1. What are your primary goals in terms of your research activities and professional development to best position you to achieve these goals?
2. What requirements of your graduate program do you need to complete, and what is your plan to fulfill them?
3. What is your current plan for efficiently building proficiency in the area(s) of your thesis project?
4. What help can your advisor or other faculty/staff provide regarding graduate training and professional development?
5. Who have you identified as possible mentors (formally or informally)?
6. What fellowships do you plan to apply for?
7. Your success as a student will be linked to your overall wellness. What are you doing to tend to this?
8. Are there any factors in the workplace environment that are complicating or prohibiting your productivity in research?