**Individual**

**Development**

**Plan**

**(IDP)**

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| **Name** |  |
| **Department** |  |
| **P.I.** |  |
| **Date** |  |
| **Long-term Career Goal** |  |

The primary goal of the postdoctoral experience is to prepare scientists and researchers for the career path of their choice. In order to achieve this goal, effective planning and communication are essential. This document has been created, using the six [Core Competencies](http://www.nationalpostdoc.org/?CoreCompetencies) developed by the National Postdoctoral Association, to help guide the postdoctoral scholar and their faculty mentor through the professional development planning process, and to document their final performance results. The guide should be used as a framework for on-going discussion between the mentor and scholar, and to ensure that mutual agreement is established regarding professional development goals. This guide does not replace formal employee performance review processes, but is available as a supplement to facilitate career preparation.

While the postdoctoral scholar is primarily guided by his/her mentor (PI) and other faculty within the department, the UC Irvine Graduate Division, Postdoctoral Scholars Association and other UCI entities provide numerous resources and opportunities for additional professional development. Programs are offered year round to develop the postdoctoral scholar’s communication, leadership and management skills, as well as to acquire the professionalism required to succeed in both academic and non-academic files. The completion of workshops, programs and certificate courses are a meaningful step toward attaining professional success and should be included with the annual goals.

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| **Discipline-Specific Conceptual Knowledge** |
| I (e.g. Analytical Approach to Defining Questions; Broad-Based Knowledge Acquisition)  **Annual Goals**:  **Long Term Plans**:  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments**: |

**IDP**

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| **Professional/Research Skill Development**  **IDP** |
| (e.g. Literature Search Strategies and Effective Interpretation; Principles of Peer Review Process; Publication Strategies; Grant Writing Skills)  **Annual Goals:**  **Plan**  **Long Term Plans:**  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments:** |
| **Communication Skills** |
| (e.g. Writing, Speaking, Teaching, Interpersonal Skills)  **Annual Goals:**  **Long Term Plans:**  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments:** |
| **Professionalism**  **IDP** |
| (e.g. Workplace, Institutional, Collegial, Service, Community, Professional)  **Annual Goals:**  **Long Term Plans:**  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments:** |
| **Leadership and Management Skills** |
| (e.g. Leadership- Strategic Vision; Management- Project)  **Annual Goals:**  **Long Term Plans:**  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments:** |
| **Responsible Conduct of Research**  **IDP** |
| (e.g. Conflicts of Interest; Identifying and Mitigating Research Misconduct)  **Annual Goals:**  **Long Term Plans:**  - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -  **Mentor/Advisor Comments:** |

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