

Individual Development Plan (IDP)

Goal Development Guide

Goal development is the second step of crafting your IDP. After completing the self-assessment, use this section to outline your goals. Goal development is based on your strengths, weaknesses, interests, and non-interests, all of which have you identified in the previous step. Remember to cast a wider net of goals, when filling out this section.

Directions: In the short-term aspirations sections, list the short-term goals you are aspiring toward. Short-term goals are defined as goals you seek to achieve within one-year. For example, if you are interested in quantitative research and want to set a goal of learning a specific quantitative approach (e.g. hierarchical modeling), then list the goal in the first cell. After you have finished listing your goals, provide an approach or strategy you will take to accomplish this goal in the second cell column. In the third column provide a time frame for achieving this goal. Finally, in the fourth column list the outcome of the goal you set for yourself. Also, provide an attainment of this goal will help your academic or professional career trajectory.

In the long-term aspirations section, follow the same path as above but list goals you seek to accomplish that are longer than a year. For example, if you are interested in publishing a manuscript in a specific journal, then list the goal in the first cell and follow a similar path as outlined in the previous paragraph.

In the prioritization section, divide your short-term and long-term goals in terms of how important they are to you.

Submit your goal development form before December 2nd, 2019

Goals: Short-term aspirations

Define **approaches and strategies** below, and include a **timeframe** for beginning and completing these actions.

Objectives or skills to be learned	Approaches and strategies	Timeframe	Outcomes

Goals: Long-term aspirations

Define **approaches and strategies** below, and include a **timeframe** for beginning and completing these actions.

Objectives or skills to be learned	Approaches and strategies	Timeframe	Outcomes

Goals: Prioritization

Near term (within the next 6 months)

Long term (more than 6 months away)

Low priority	High priority		

All signatures certify that the information on this form is complete and that all parties have reviewed the document in its entirety.

- Graduate College Research Certification: The required signatures are: graduate student and their faculty advisor.
- Graduate College Mentorship Certification: For the IDP that the mentee fills out, the required signatures are: graduate student mentor and mentee (where applicable). For the IDP that the graduate student completes, the required signatures are: graduate student and faculty advisor.
- Rebel Research and Mentorship Program: All three signatures are required for both the undergraduate mentee's IDP and the graduate student mentor's IDP.

Graduate Student Name

Graduate Student Signature Date

Mentee Name (where applicable)

Mentee Signature Date

Faculty Advisor Name

Faculty Advisor Signature Date