

Individual Development Plan (IDP)

Self-Assessment Guide¹

Self-assessment is a critical part of an individual development plan (IDP). The path to constructing an IDP begins with a self-assessment from which goals are developed and put into action. The self-assessment portion includes rating academic and professional tasks. In completing the self-assessment portion of the IDP, you will either justify your current professional preferences or discover new career trajectories.

The Self-Assessment portion of an IDP helps you:

- ☐ Reevaluate your priorities,
- ☐ Find out what you are good at and what needs improvement,
- ☐ Discover what is important to you in a career

As you work through the self-assessment questionnaire, keep in mind your scholarly and professional interests. Ask yourself some questions related to your career goals. 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? The self-assessment is divided into ten sections:

- ☐ Research and Scholarly Inquiry
- ☐ Teaching, Pedagogy, and Mentorship
- ☐ Inquiry, Discovery, and Creation
- ☐ Disciplinary Expertise and Interdisciplinary Connections
- ☐ Leadership
- ☐ Career Development
- ☐ Managing Projects and People
- ☐ Communication
- ☐ Value for Diversity and Inclusion
- ☐ Interpersonal Effectiveness
- ☐ Personal Effectiveness

Upon the conclusion, you will have a better understanding of where your priorities align.

After you have completed the self-assessment, you will then use your preferences to begin the next step: goal development.

Please complete this document first before you begin the Goal Development Guide

Submit your self-assessment before December 2nd, 2019

¹ The self-assessment guide was created from various sources including, <https://myidp.sciencecareers.org/>, <https://www.imaginephd.com/>, and University of Wisconsin, Madison's IDP Guide found here: <https://grad.wisc.edu/professional-development/individual-development-plan/>

Self-assessment

Rate your Interest to do the following activities.

1 = I would never like to do this; 2 = I would rarely like to do this; 3 = I would sometimes like to do this; 4 = I would frequently like to do this; 5 = I would always like to do this

Research and Scholarly Inquiry

	1	2	3	4	5
Write, edit, and revise manuscripts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct qualitative research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct quantitative research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experimental design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyze and interpret data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing grant proposals and managing research grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan new scientific projects and develop new research directions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage in dialogue and debate with other researchers and scientists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Teaching, Pedagogy, and Mentorship

	1	2	3	4	5
Develop curricula	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach children in the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach adults in the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentor, motivate, or coach students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speaking to an audience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Policymaking and Social Impact

	1	2	3	4	5
Public speaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyze policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage in activism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocate for social justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Inquiry, Discovery, and Creation

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

Disciplinary expertise and interdisciplinary connections

	1	2	3	4	5
Achieve the learning outcomes of my academic program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acquire depth and breadth of knowledge in my subject area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop advanced skills in my subject area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work with peers and colleagues across disciplines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Embrace the values of my profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employ critical and analytical thinking and problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtain funding for my research or project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct myself ethically and professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seek and utilize information and technology resources appropriate to my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership

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

Career development

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

Managing projects and people

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

Communication

	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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write for experts in my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write for a lay audience (i.e., those who are not experts in my discipline)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creatively engage with the public about my scholarship or research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write effective grant proposals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utilize effective technical writing skills for my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navigate the academic publishing landscape in my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consult and listen well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Value for diversity and inclusion

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

Interpersonal effectiveness

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

Personal effectiveness

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

Self-assessment summary

Please list some examples of your interests as well as non-interests in the cells below:

Interests (examples of 4's and 5's)	Non-Interests (examples of 1's and 2's)

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