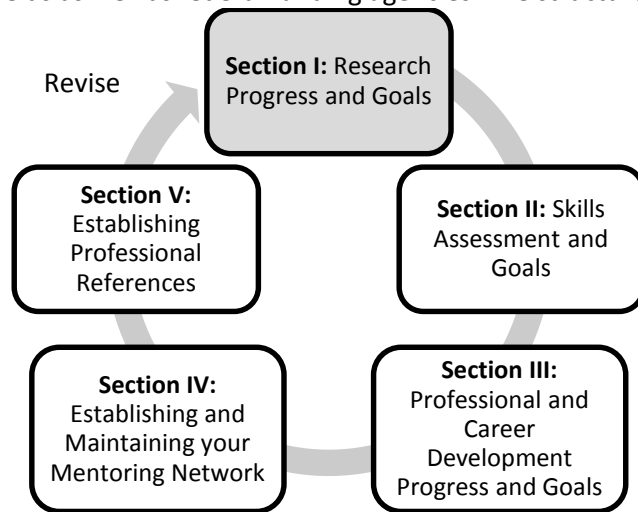


Introduction:

UMass Amherst Individual Development Plan for Graduate Students

An Individual Development Plan (IDP) is a set of professional and career development strategies to help graduate students achieve success at UMass Amherst and beyond. The concept of an IDP has been endorsed by a variety of disciplines and fields as well as federal funding agencies. The structure of the IDP is as follows:



The Role of the IDP	
<ul style="list-style-type: none"> • Empowers graduate students to take ownership of their path through a process of self-reflection, assessment and goal setting • Facilitates conversations with mentors, allowing mentees to verify expectations and seek feedback and guidance for research and career progression • Creates realistic road maps for long term goals, short term deliverables, progress milestones, and career development • Provides a path to resources, strategies, and mentors for targeted research and career goals 	
Role of the Advisee	Role of the Advisor/Mentor
<ul style="list-style-type: none"> • Reflect on annual research progress; establish goals, action plans and timelines for research progress in the coming year • Complete a skills assessment, identifying areas of strength and weakness and establishing goals, action plans and timelines for improving skills in the coming year • Reflect on professional and career development progress; establish goals, action plans and timelines for progress in the coming year • Create a plan for establishing and engaging a Mentoring Network and Professional References 	<ul style="list-style-type: none"> • Foster a positive and safe environment for the sharing of constructive feedback • Discuss research progress and expectations; help prioritize short and long term goals to achieve research and degree milestones • Offer insights about mentee strengths and provide guidance for areas needing development • Create an open dialogue to help mentees align goals, skills, and interests with potential career paths • Help mentees connect with resources and networks to advance research and career development goals

Individual Development Plan (IDP) UMass Amherst

Name:	Degree Program:
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Date:	Anticipated time to graduation:	>1 year	1 year	2 years	3+years
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Section I: Research Progress and Goals

1. Report research progress in the past year (presentations, manuscripts, grants/fellowship applications, honors/awards, data collected, conferences attended, etc.)

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2. Set Research Goals*

Research Goal(s)	Action Step(s)	Timeframe

*With all Goal Setting, make sure Goals are **SMART**- Specific, Measurable, Achievable, Relevant, Time-bound

Section II: Skills Assessment and Goals

1. Assess Skills and Summarize

- a. Complete a Skills Assessment
- b. Summarize highly proficient skills below
- c. Summarize skills that need improvement below

Highly Proficient Skills:

Skills that Need Improvement:

2. Set Skills Development Goals*

Skills Goal(s)	Action Step(s)	Timeframe

*With all Goal Setting, make sure Goals are **SMART**- Specific, Measurable, Achievable, Relevant, Time-bound

Section III: Professional and Career Development Progress and Goals		
1. Identify Career Objectives		
Career Objective 1:		
Career Objective 2:		
2. Reflect on Annual Professional and Career Development Progress		
3. Set Professional and Career Development Goals*		
Professional and Career Development Goal(s)	Action Step(s)	Timeframe

*With all Goal Setting, make sure Goals are **SMART**- Specific, Measurable, Achievable, Relevant, Time-bound

Section IV: Establishing and Maintaining your Mentoring Network

Establishing and maintaining a professional network beyond your primary advisor is important for success at UMass and beyond. Potential mentors can include peers and near-peers (more senior graduate students and postdocs), family, friends, former classmates, former employers, former professors, current professors in your department, professors in other departments, and professionals in your field. Remember, you should be thinking of building a team of mentors. No one individual will share all of your values and provide all of the components you need to be successful. When identifying potential mentors, consider:

1. How might this individual contribute to your professional development?
2. What strategies would help you establish and maintain a relationship with this individual?

1. Reflect on your current mentoring environment. Where do you have strong support? In which areas could you use help/improvement? Do you have specific mentors in mind?

2. Set Mentoring Goals*

Mentor Goal(s)	Action Step(s)	Timeframe

*With all Goal Setting, make sure Goals are **SMART**- Specific, Measurable, Achievable, Relevant, Time-bound

Section V: Establishing Professional References

Your job search will be highly influenced by references who can offer specific information about your research and professional skills. Who will these references be and how will you ensure that these individuals will have enough information to provide a thorough reference?

Reference	Which of your skills can this reference talk about?	Strategy to inform and update your reference on your annual progress