



# WCGS Predoctoral Student Individual Development Plan (IDP)

## Instructions

WCGS requires an annual IDP for all predoctoral students (PhD and MD-PhD). The IDP process (all steps, including mentor/trainee meetings) should be completed as part of the student annual mentoring/review process (prior to June 30 each year).

The IDP aims to ensure that students are successful as graduate students and are working proactively towards developing the skills they will need to succeed in their chosen career paths. The IDP also aims to facilitate open communication between students and mentors about graduate training, research, and long-term goals. *Mentors are reminded that this IDP is, first and foremost, a student self-assessment and that mentor feedback, while important, should not be dominant.* For a discussion of how to get the most out of the IDP process and other mentor/mentee interactions, please see this Molecular Cell article: [goo.gl/XZaGkJ](http://goo.gl/XZaGkJ)

The IDP will become part of your student file so that you and your faculty mentor(s) can review it when needed to help you in your career. We encourage you to answer all questions, but *no question is mandatory*.

### **Step 1. Self-Assessment of Skills, Achievements, and Goals**

- Fill out all sections of this form, taking a realistic look at your current skills, achievements, and goals. Every question is optional, but you are encouraged to be thorough in your completion of the form.
- Submit the form.

### **Step 2. Discuss Assessment and Goals with Mentor and Refine IDP accordingly**

- Have a dedicated discussion about all sections of the IDP form with your mentor (or Program Chair, Director, or Designee for students not yet in their thesis lab). This discussion should be separate from your research discussions. This must be before, or as part of, your annual student evaluation meeting (which must occur by June 30).
- Refine the IDP such that each entry reflects the consensus you reach with your mentor.
- Re-submit your refined IDP.

### **Step 3. Implement Your Plan**

- Over the course of the next year, refer to your IDP on a regular basis - are you sticking with the plan and making progress toward your goals?

## STUDENT INFORMATION

Student Name: \_\_\_\_\_

Graduate Program: \_\_\_\_\_

PI Name: \_\_\_\_\_

Year in Program: \_\_\_\_\_



## A. Skills and Motivation Assessment

<b>At the Bench (or Computer)</b>	<b>Rating (1 - 5)</b>	<b>Comments</b>
Designing Experiments		
Troubleshooting		
Quality of Data		
Record Keeping (notebook, code documentation)		
Interpreting Data		
<b>Working With Others</b>	<b>Rating (1 - 5)</b>	<b>Comments</b>
Lab Citizenship		
Collaborative Interactions		
Conflict Resolution		
Networking		
Relationship with Mentors		
<b>Communication</b>	<b>Rating (1 - 5)</b>	<b>Comments</b>
Informal Interactions		
Oral Presentations		
Writing Skills		
Teaching		
<b>Learning</b>	<b>Rating (1 - 5)</b>	<b>Comments</b>
Seminar & Journal Club Attendance		
Active Participation (in class, lab meeting, etc.)		
Mastery of Literature (Specific and general)		
Independent & Creative Thinking		
<b>Motivation</b>	<b>Yes/No/Indiff</b>	<b>Comments</b>
Enjoy Working in Lab		
Feel Creative		
Confident in Abilities		
Work Hard		
Organize Time Well		



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## A. Skills and Motivation Assessment (continued)

What aspects of graduate school are you most worried about? (pre-ACE students only)

In what areas do you need help? (pre-ACE students only)

What research areas most interest you? (pre-ACE students only)

What type of lab environment is most appealing to you? (pre-ACE students only)





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### C. Career Planning

Have you identified a suitable/potential thesis lab or labs yet? (pre-ACE students only)

When do you hope to complete your PhD?

What type of work would you like to be doing immediately after your PhD?

What is important to you in a career?

What types of long-term careers interest you?

How are you preparing for your planned career?

What skills are most important for your desired career and do you need to further develop such skills?



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### C. Career Planning (continued)

How do you plan to identify role models or networking contacts? Name two action steps you will take to enhance your interpersonal connections in your field.

Have you applied to any post-graduation jobs recently and/or so you plan to apply for any soon? If so, please list.

### Concluding Thoughts

You may also want to fill out an IDP at [myidp.sciencecareers.org](http://myidp.sciencecareers.org). The myIDP is more comprehensive than this WCGS IDP and includes, e.g., great detail about career opportunities.

We welcome your feedback about the process or this IDP to [gsms@med.cornell.edu](mailto:gsms@med.cornell.edu).

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

PI Comments (optional):

PI Signature: \_\_\_\_\_ Date: \_\_\_\_\_