BGS Predoctoral Student Individual Development Plan (IDP)
Students in thesis labs (Year 2+ PhD, Year 4+ combined degree)

BGS requires an annual IDP for all predoctoral students (PhD, MD-PhD and VMD-PhD). The goals of the IDP are to make sure students and mentors are communicating openly and that students are working proactively toward developing the skills they will need to succeed.

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

Take a realistic look at your current skills, achievements and goals. Then fill out Parts A, B and C of this document and give them to your mentor. Part A is private between you and your mentor, while Parts B and C will become part of your Academic Record (shared with your Thesis Committee).

Mentor should independently fill out Assessment in Part A1 and give it to the student.

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

Make time for a dedicated discussion with your mentor, separate from your research discussions.

Identify and prioritize your training needs, and discuss with your mentor how these should be addressed in the coming period.

Refine Parts B & C of the IDP together. The objectives of the IDP are to:

- Identify specific research and/or career goals and the skills and strengths that you need to develop in order to achieve these goals

- Define concrete actions to help develop these specific skills and strengths

**Step 3. Submit IDP, and Implement Your Plan**

Submit Parts B and C along with Research Update to your graduate group office and your thesis committee, one week before your scheduled thesis committee meeting.

Keep your IDP accessible and refer to it on a regular basis – are you sticking with the plan and making progress toward your goals?

Revise and update the plan as necessary, in consultation with your mentor and thesis committee.