**A. Skills and Motivations and Career Planning**

*PRIVATE DOCUMENT to be discussed between student and mentor only.*

*Student and mentor should independently fill out Part A1 and then compare/discuss.*

*Use this section to assess training needs and guide your preparation of the IDP in Parts B & C.*

**A1.** *ASSESSMENT SCALE*

|  |  |  |  |
| --- | --- | --- | --- |
| **Dissertation Research** | **Strong** | **Medium** | **Weak** |
| Formulating problems |  |  |  |
| Analytical Skills (Derivations/Proofs) |  |  |  |
| Design and conduct of simulation studies |  |  |  |
| Troubleshooting |  |  |  |
| Notebook maintenance |  |  |  |
| Interpreting results |  |  |  |
| Communication (written and oral) |  |  |  |
| **Research Assistantship** | **Strong** | **Medium** | **Weak** |
| Progress on research problem |  |  |  |
| Collaborative interactions/citizenship |  |  |  |
| Conflict resolution |  |  |  |
| Willingness & ability to seek out help |  |  |  |
| Relationship with mentors/mentees |  |  |  |
| Communication (written and oral) |  |  |  |
| **Teaching** | **Strong** | **Medium** | **Weak** |
| Student interactions (classroom and informal) |  |  |  |
| Formal Presentations |  |  |  |
| Responsibility |  |  |  |
| **Learning** | **Strong** | **Medium** | **Weak** |
| Seminar and journal club attendance |  |  |  |
| Active participation in group discussions  (in class, lab meeting, journal club, etc.) |  |  |  |
| Mastery of the literature (specific & general) |  |  |  |
| Independent and creative thinking |  |  |  |
| **Motivation** | **Yes** | **Medium** | **No** |
| Enjoy working both on independent and research assistantship |  |  |  |
| Feel I am being creative |  |  |  |
| Confident in my abilities |  |  |  |
| Work really hard |  |  |  |
| **My biggest worry is:** | | | |
| **I’m most excited or proud about:** | | | |

*PRIVATE DOCUMENT to be discussed between student and mentor.*

|  |  |
| --- | --- |
| **A2. Career planning** |  |
| When do I aim to finish my PhD?  Or, for combined degree students, when do I aim to defend my thesis and return to clinics? |  |
| What type of work would I like to be doing immediately after my PhD? (postdoc or other?) |  |
| What types of long-term careers interest me? |  |
| What is important to me in a career? |  |
| What skills are most important for my desired career? |  |
| Who are my best role models or networking contacts for that career? |  |
| How can my thesis mentor best help me to further my career? |  |

Useful resources for post-PhD career planning can be found at this link:

[**http://www.nationalpostdoc.org/careers/career-planning-resources**](http://www.nationalpostdoc.org/careers/career-planning-resources)

MD-PhD students are referred to the MSTP office for advice on career planning.

**Individual Development Plan for Date**

**B. Achievements and Plans/Goals**

*PART OF ACADEMIC RECORD – SUBMIT TO GRAD GROUP OFFICE AND THESIS COMMITTEE.*

|  |  |  |
| --- | --- | --- |
| **Achievements** | **Last period (accomplished)** | **Next period**  **(planned)** |
| **Courses** |  |  |
| **Publications** |  |  |
| **Fellowships**  **(applied for or awarded)** |  |  |
| **Conferences or seminar series** |  |  |
| **Oral presentations** |  |  |
| **Poster presentations** |  |  |
| **Teaching experience** |  |  |
| **Community service/ leadership experience** |  |  |
| **Responsible Conduct of Research Training (RCR)** |  |  |
| **Clinical training** |  |  |
| **Job applications/**  **PhD defense** |  |  |
| **Other** |  |  |

*Some categories may not be applicable to you – if so, simply write “N/A”*

**Individual Development Plan for Date**

**C. Skills to improve**

* Identify specific skills and strengths that you need to develop
* Define concrete actions to help develop these specific skills and strengths

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|  |  |  |
| --- | --- | --- |
| **Skills to improve** | **Action(s)** | **Time frame** |
| **Methods Research** |  |  |
| **Research Assistantship** |  |  |
| **Teaching** |  |  |
| **Learning** |  |  |
| **Motivation** |  |  |

*Add or remove specific “Skills to improve” in these categories, as appropriate, based on discussion of Part A.*

***Submit Forms B & C to your Graduate group office and Thesis committee prior to each thesis committee meeting*.**