**Postdoc Name:**

**Mentor Name:**

**Date:**

**UMD Individual Development plan for Postdoctoral Associates, Scholars, and Fellows**

Creating an Individual Development Plan (IDP) helps postdocs and their mentors assess skills, identify short and long term goals, and determine a plan for achieving research, professional, and career goals. This document should be used during meetings with faculty mentors and their trainees as a means to foster communication to ensure the postdoc articulates his/her professional development needs, and the faculty mentor provides feedback on progress and expectations.

Before creating an IDP, postdocs are strongly encouraged to engage in a formal self-assessment. **(the** [**myIDP**](http://myidp.sciencecareers.org/)**,** [**ChemIDP**](https://chemidp.acs.org/) **and** [**ImaginePhD**](https://www.imaginephd.com/) **on-line career exploration and planning websites contain assessments;** [**National Post-doc competency checklist**](http://competency-checklist.pdf)**; discipline specific resources through discipline national or international association)**

This IDP should be used as a planning tool and not a formal university evaluation. This document should be revisited every six months to a year for reevaluation.

**General goals for the postdoctoral experience**

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| 1.  2.  3.  4.  5. |

**Technical Skills Planning, if applicable (how I plan to attain additional technical skills, classes to take, seminars to attend, etc.)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Research Agenda/Planning (a draft of research agenda; include collaborations, studies, and methods planned to be utilized)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Funding Planning, if applicable (plans for securing funding, types of grants and fellowships)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Conferences/Publications Planning, if applicable (regional, national, international conferences I plan to attend; publications I wish to publish and submission deadlines)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Career Planning**

**(long and short term career goals. Skills and competencies to develop and workshops to attend. A list of Postdoc workshops is available on the Office of Postdoctoral Affairs website: www.gradschool.umd.edu/postdocs )**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Leadership/Management Development Planning, if applicable (include positions held, activities and projects, professional leadership aspirations)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Teaching Skills Planning, if applicable (visit the** [**TLTC website**](https://tltc.umd.edu/) **or** [**CIRTL website**](https://www.cirtl.net/) **for a list of workshops and events)**

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| **Year 1/short term**  **Mid term**  **Long term goals** |

**Mentorship After Postdoc, if applicable (help with the first grant, help giving talk, letters of recommendation for awards)**

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| **Long term goals** |