**Individual Development Plan**

The Individual Development Plan (IDP) is a self-assessment conducted by the mentee to identify areas of professional development that may be used to delineate measurable short- and long-term professional goals. The IDP should be used to facilitate both short-term (micro-mentoring) and long-term (ongoing) mentoring relationships and updated at least once per year.

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**Name: Date:**

**Current Academic Rank and other Position(s):**

|  |
| --- |
|  |

**Time Allocation**

|  |  |
| --- | --- |
| **Current** | **Ideal/Preferred** |
| \_\_\_\_\_% Teaching  \_\_\_\_\_% Research  \_\_\_\_\_% Service  \_\_\_\_\_% Patient Care  \_\_\_\_\_% Leadership  \_\_\_\_\_% Other: \_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_% Teaching  \_\_\_\_\_% Research  \_\_\_\_\_% Service  \_\_\_\_\_% Patient Care  \_\_\_\_\_% Leadership  \_\_\_\_\_% Other: \_\_\_\_\_\_\_\_\_\_\_\_ |

**Career Aspirations and Passions**Write up to three sentences or phrases that articulate your career aspirations and passions.

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| 1.  2.  3. |

**Strengths and Challenges**Think about the areas of strength that you know to be true about yourself: What have others appreciated about you? What areas are continually challenging for you: What have others communicated that you need to work on?

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| --- | --- |
| **Strengths** | **Challenges** |
| 1.  2.  3. | 1.  2.  3. |

**Identifying Developmental Needs**Using the rating scale below, identify your developmental needs and degree to which you need assistance.

|  |  |  |  |
| --- | --- | --- | --- |
| **Developmental Need** | **I don’t have a need for this** | **I’m doing OK with this but still need some help** | **This is an area where I really need some help** |
| Clarifying academic and professional goals |  |  |  |
| Developing a teaching portfolio |  |  |  |
| Developing a research agenda/focus |  |  |  |
| Establishing research collaborations |  |  |  |
| Selecting service opportunities |  |  |  |
| Building a professional network |  |  |  |
| Learning how to mentor others (e.g., students, research team) |  |  |  |
| Responding to feedback (teaching, patient care, leadership) |  |  |  |
| Understanding the academic promotion process |  |  |  |
| Finding work-life balance |  |  |  |
| Handling workplace politics |  |  |  |
| Managing expectations |  |  |  |
| Fostering professional development and improvement as an educator |  |  |  |
| Fostering professional development and improvement as a researcher |  |  |  |
| Fostering professional development and improvement as a clinician |  |  |  |
| Fostering professional development and improvement as a leader |  |  |  |
| Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  |

**Professional Goals**What are your professional goals: In the coming year? In the next 3-5 years?

|  |  |
| --- | --- |
| **In the Coming Year** | **In the next 3-5 years** |
| 1.  2.  3. | 1.  2.  3. |

**Implementation Plan**List at least three activities that you plan to implement towards achieving your goals

|  |  |
| --- | --- |
| **In the Coming Year** | **In the next 3-5 years** |
| 1.  2.  3. | 1.  2.  3. |