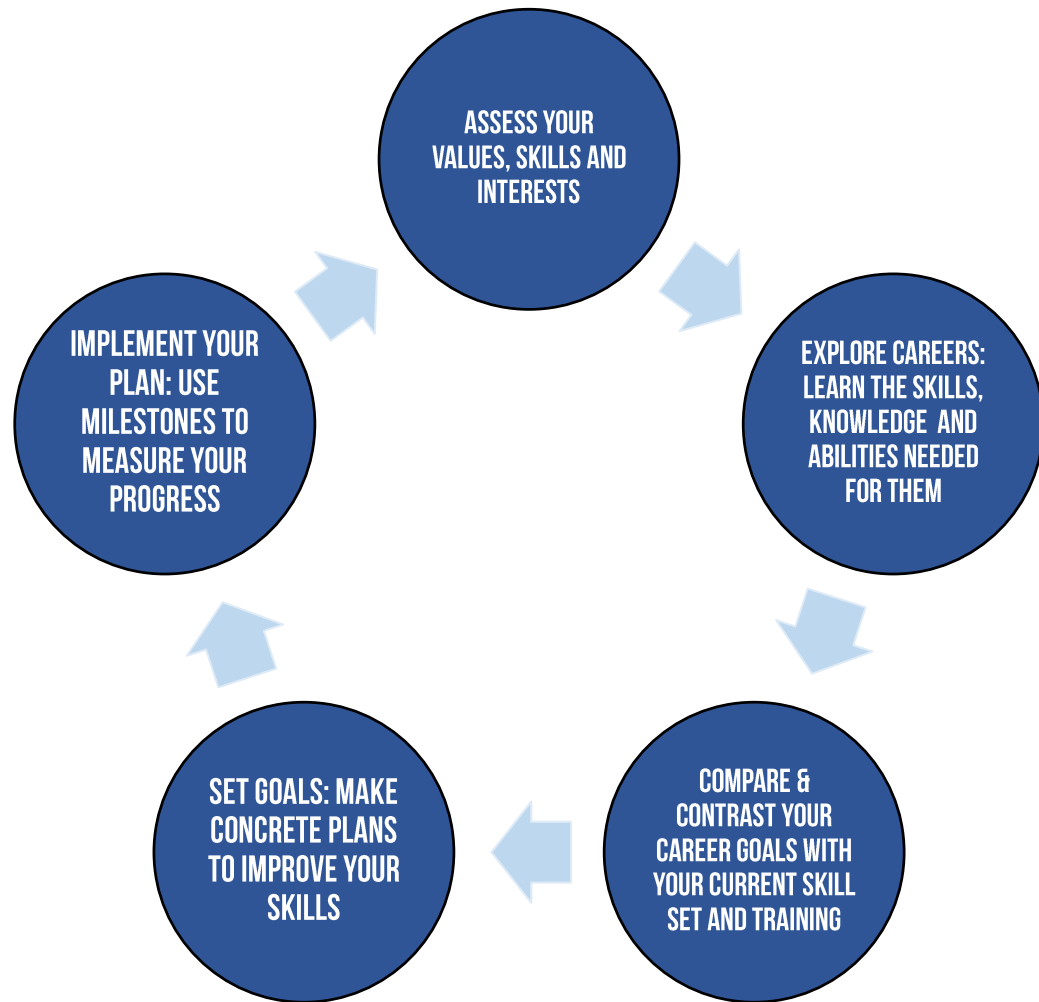


THE IDP PROCESS



ASSESS YOUR INTERESTS, VALUES AND SKILLS:

Finding the best job for you requires knowing what motivates you, what skills you have, and what interests you have. Some questions you might want to consider to start your IDP are:

What do you value in a career?

- Public service?
- Assisting & teaching others?
- Scientific research & achievement?
- Leading people and groups?

What motivates you to go to work each day?

- Conducting research & experiments?
- Contributing to new knowledge?
- Personal interactions and group work?

What skills and abilities do you already have?

- Communication & public speaking?
- Scholarly analysis?
- Leadership & management?
- Strategic planning?

ASSESS YOUR
VALUES, SKILLS AND
INTERESTS



EXPLORE CAREERS:
LEARN THE SKILLS,
KNOWLEDGE AND
ABILITIES NEEDED
FOR THEM

RESEARCH AND LEARN ABOUT THE MYRIAD OF CAREER AND JOB OPTIONS:

When researching jobs and career options, always think critically about the daily activities, skill set, and abilities needed for success. Ask what experiences are needed to be considered for a particular job.

- Research careers by attending job panels hosted by your university/professional society.
- Invite individuals to 'informational interviews,' and if you can, arrange to 'shadow' others for a day.
- Read job advertisements and career profiles.



COMPARE AND CONTRAST WHAT YOU LEARNED FROM YOUR CAREER EXPLORATION WITH YOUR CURRENT TRAINING AND EDUCATION:

If you were to apply for a job now, what would come up missing in your experience, training and education?

- Leadership experience?
- Accomplishments (papers, talks)?
- Necessary quantitative and experimental skills?
- Exams, certifications and licenses?

Create a list of the skills, knowledge, abilities, experiences, and competencies you need for the careers or jobs that interest you. Identify any that you are missing, or need to develop further.

COMPARE &
CONTRAST YOUR
CAREER GOALS WITH
YOUR CURRENT SKILL
SET AND TRAINING



SET GOALS, TO IMPROVE YOUR SKILLS, GET EXPERIENCES, AND IMPROVE ABILITIES:

Create milestones and a plan that incorporates your current work and training that will allow you to demonstrate you have the skills, knowledge, abilities and experiences necessary for the careers you want.

Use short- and long-term goals and milestones, with realistic expectations and clear ways to assess your progress and achievements.

SET GOALS: MAKE
CONCRETE PLANS
TO IMPROVE YOUR
SKILLS



IMPLEMENT YOUR PLAN. SHARE WITH MENTORS AND PI/SUPERVISORS, AND GET FEEDBACK AS YOU PROGRESS:

Be aware of the resources and IDP tools that your institution may already have or require you to complete.

Take advantage of opportunities to gain professional skills and competencies as part of your training, not just those outside of your current research/work responsibilities.

Hold yourself accountable – no one else can do that for you!

**IMPLEMENT YOUR
PLAN: USE
MILESTONES TO
MEASURE YOUR
PROGRESS**

REVISIT, REVISE, AND UPDATE YOUR IDP

Your interests, the job market, new opportunities – these all change. So you should plan to revise your IDP regularly.

IDPs can be used at any stage of your career pathway – not just as a graduate student or postdoc. Update your IDP so it is current with your career stage, and you have a plan to achieve what you want!