



Planning Your Career Path in Psychology

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APA psycCareers LIVE!

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Individual Development Plans (IDPs)



What are IDPs?



Career tool based upon self-assessment of your skills, interests, abilities and competencies



Encourages career exploration, and thoughtful consideration of what SKAs and competencies different careers require



Provides clear goals and milestones for professional development



Outlines a plan for periodic review, revision, and update as you (and your career) change and develop over time

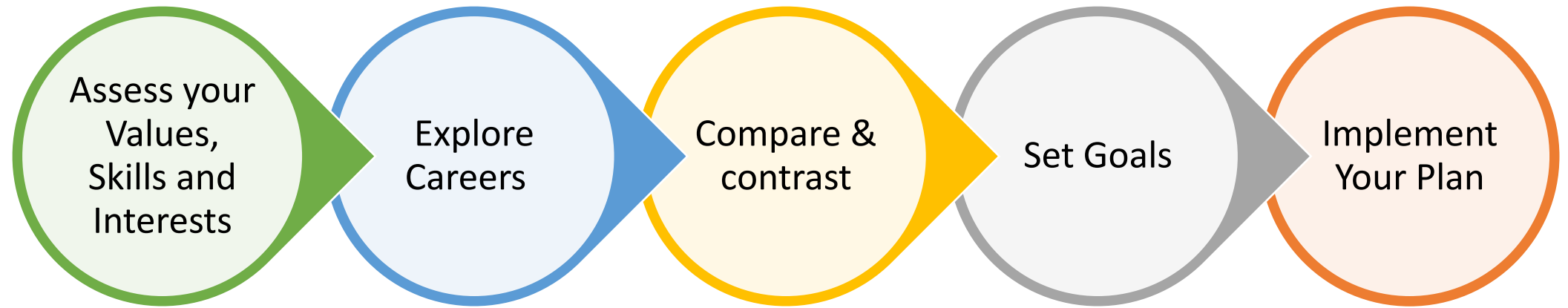
Why have IDPs?

Sigma Xi Research (Davis, 2005) Society reported that trainees that structured training environments had:

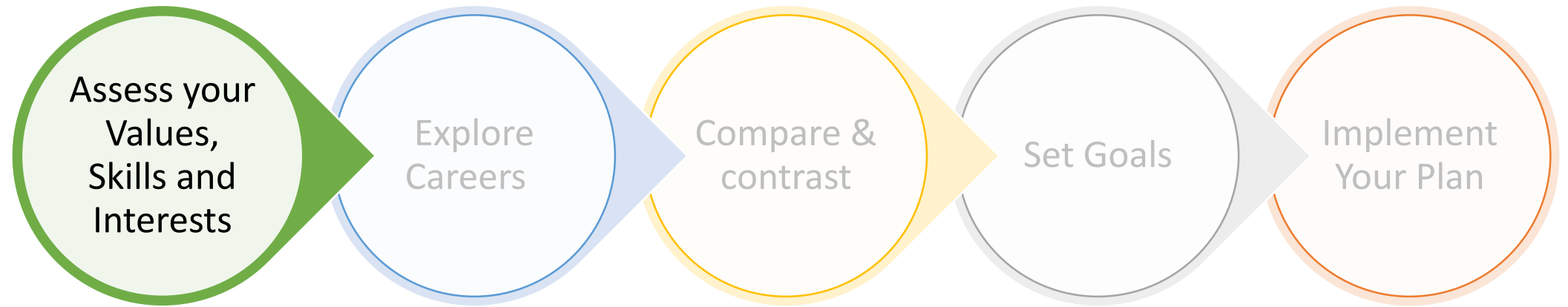
- Greater levels of satisfaction
- Fewer incidences of conflict with PI/Supervisor
- Greater productivity

NIH and NSF have IDP requirements for graduate students and postdoctoral researchers on funded programs.

- NIH Notice NOT-OD-14-133
- Program Solicitation NSF 19-522



APA IDP Process

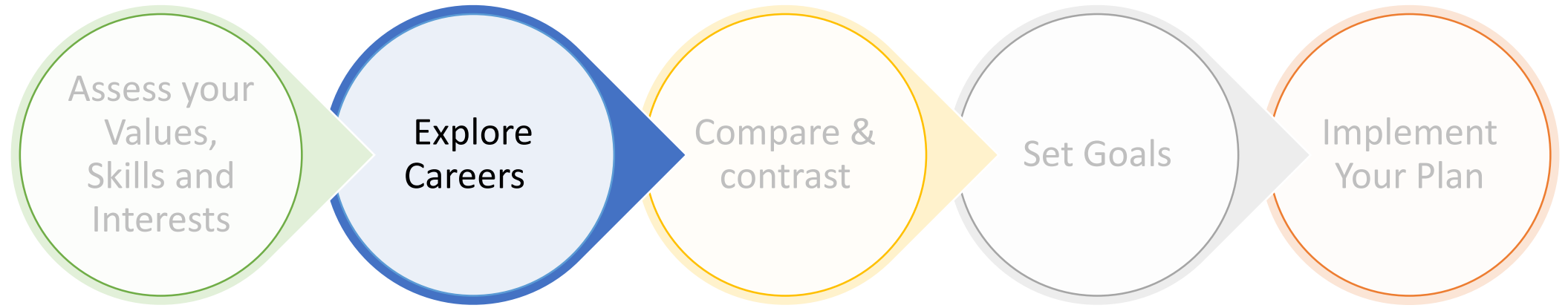


What do you value in a career?

What Drives you to go to work each day?

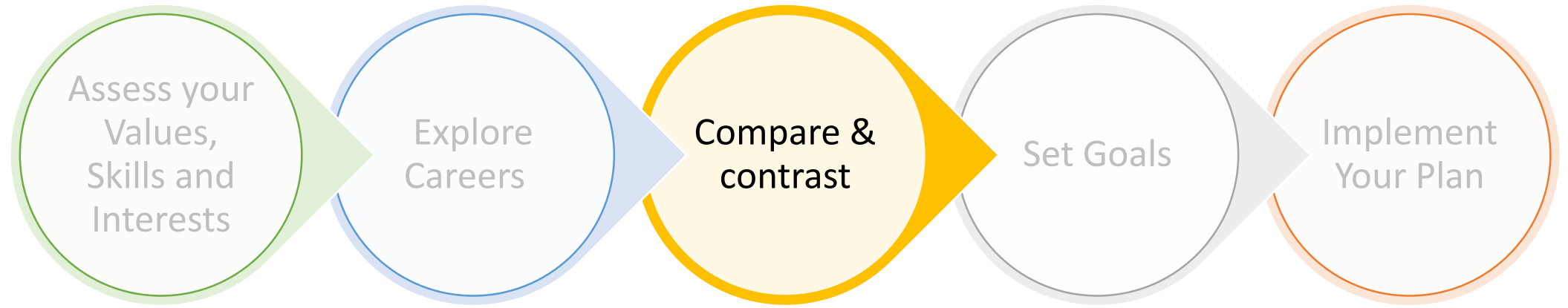
What skills and abilities do you already have?

APA IDP Process



- 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
- **Always think critically about the daily activities, skill set, and abilities needed for success.**

APA IDP Process



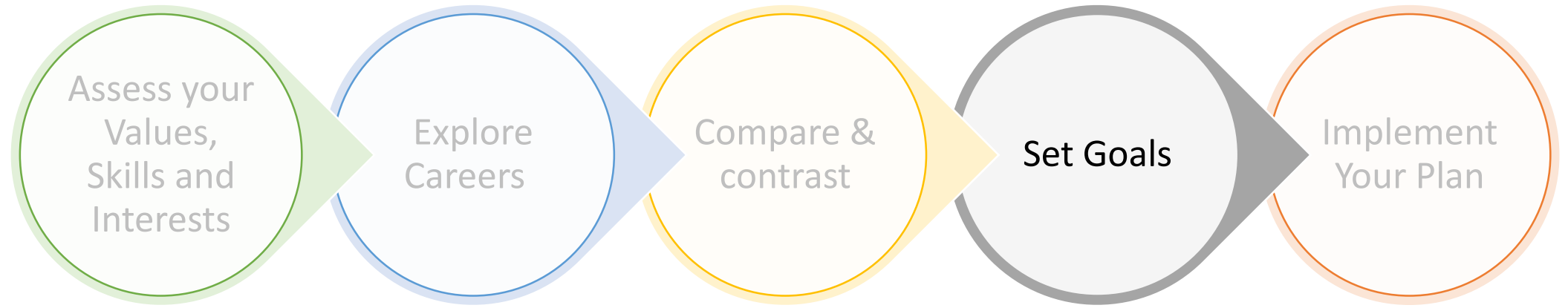
If you were to apply for a job now, what would come up missing in your experience, training and education?

Exams and certifications?

Necessary quantitative and experimental skills?

Think how the current set of skills and activities *translate* to what a job or careers requires?

APA IDP Process



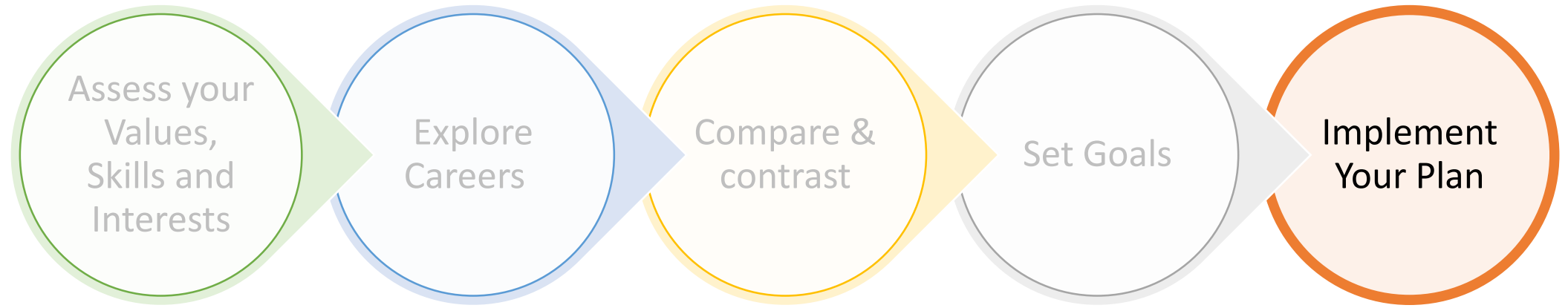
Create milestones and a plan that incorporates your current work and training

- demonstrate that you have the skills, knowledge, abilities and experiences necessary for the careers you want.

Use short- and long-term goals and milestones

- Have realistic expectations and clear ways to assess your progress and achievements.

APA IDP Process



Research shows that if you share and write down a plan, you are more likely to implement it.

Make choices regarding courses, research projects, scholarly activities (submitting papers, joining professional/disciplinary societies) that align with what your current plan is.

APA IDP Process

Implement
and Evaluate

Our life circumstances are not static. Changes occur that impact:

Our needs

Our interests
and abilities

Our goals

IDP is a process, not a thing. As your life changes, reevaluate your interests, skills, options, and what careers are a best fit. As our lives change, so should our plans.



APA IDP Process



Career Pathways and Psychology Jobs





Occupations of Psychology Master's Degree Holders

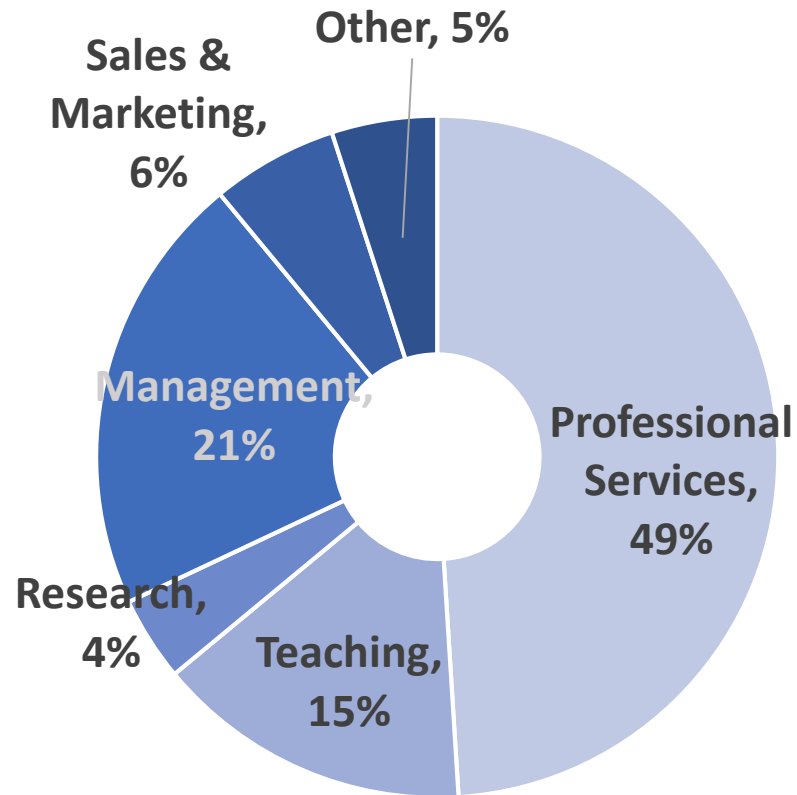
Source: 2017 National Survey of College Graduates, NCSES, National Science Foundation



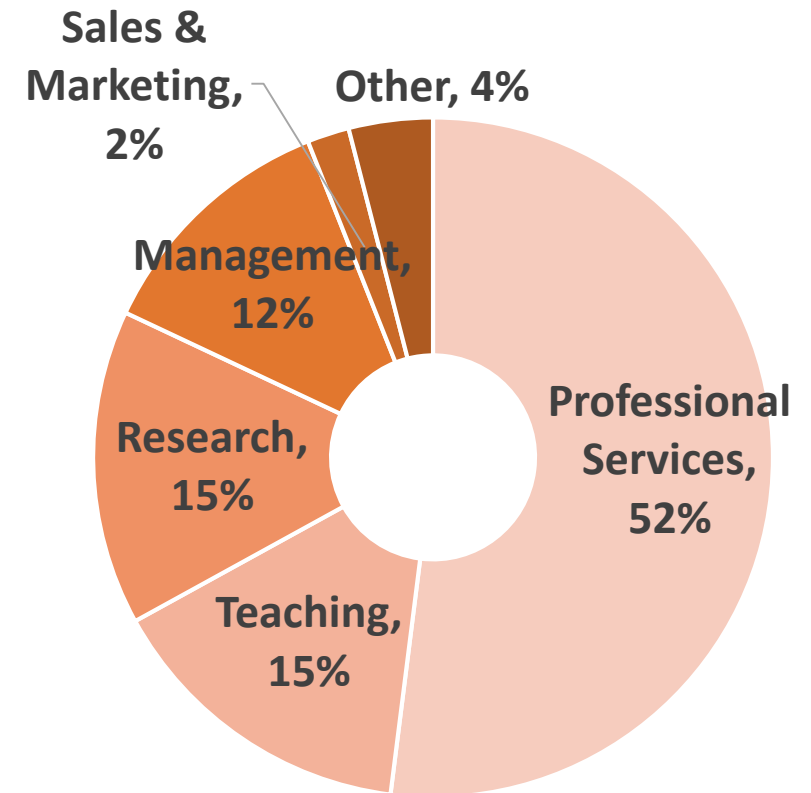
Occupations of Psychology Doctoral Degree Holders

Primary Work Activity

Master's Degrees
in Psychology



Doctorates/Professional
Degrees in Psychology





Which skills do
you anticipate
you will use in
the future?

Leadership

Communication

Teamwork

Analytic skills

Computer skills

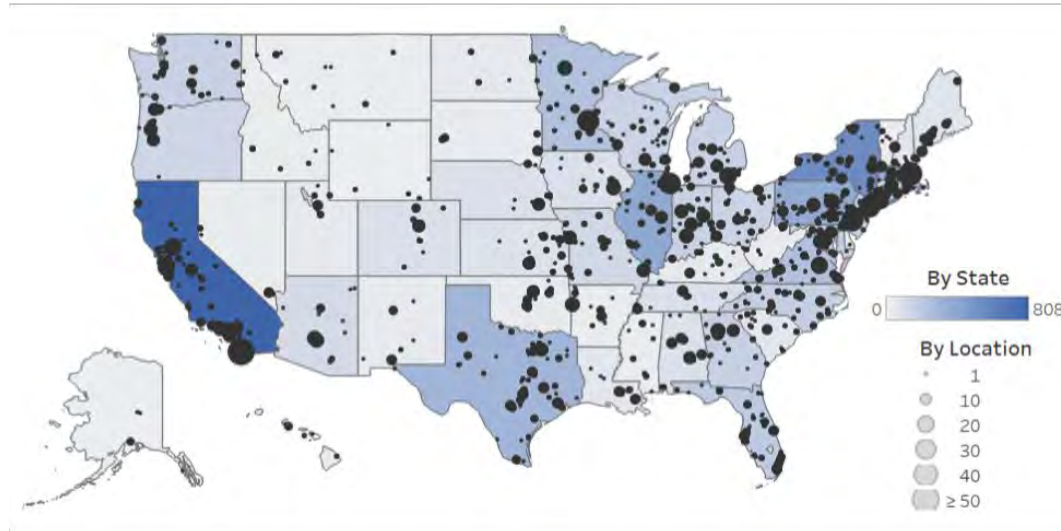
Multilingual/specific languages

Organizational skills

Cultural awareness

Critical thinking/problem solving

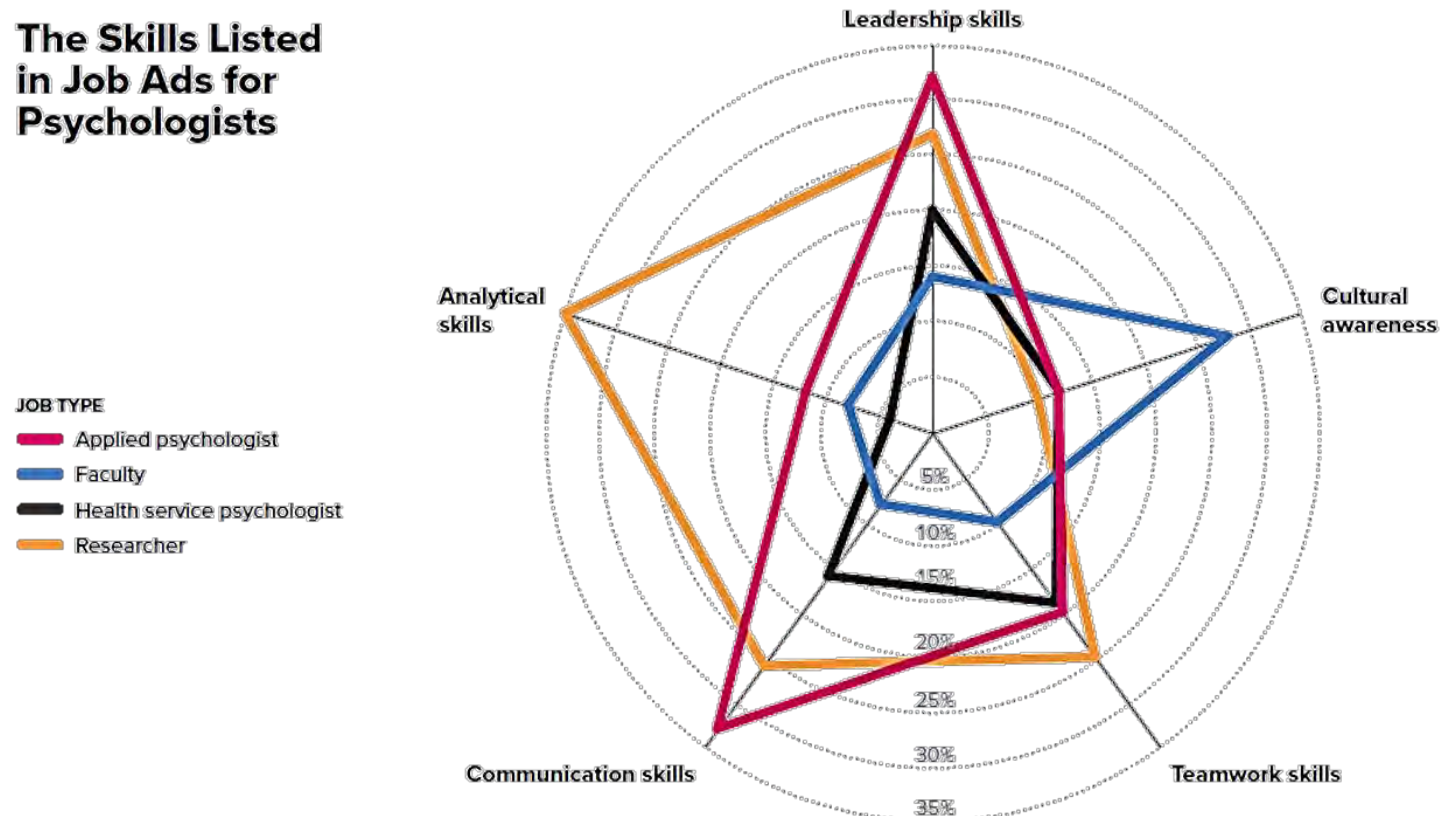
2015-17 Job Advertisements in Psychology Reports



- This report examined the characteristics of psychology job advertisements posted on **APA psycCareers** from 2015 through 2017.
- The characteristics examined included **seasonal trends, geographic distribution, job type, employment characteristics, job qualifications such as degree and experience requirements, and requested skills and traits.**
- Additional reports will provide information specific to **Faculty, Health Service Psychologist, Researcher, Applied Psychologist** and **Leadership** positions.

April 2019 Datapoint: Skills in Psychology Job Advertisements

**The Skills Listed
in Job Ads for
Psychologists**



CWS Data Tool: Careers in Psychology

The Center for Workforce Studies produces a data tool of occupations and other employment characteristics for psychology bachelor's, master's, doctorate and professional degree holders.

Learn more: www.apa.org/workforce/data-tools/careers-psychology.aspx



APA IDP & How Did You Get That Job



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Learn more about the IDP:

<http://www.apa.org/education/grad/individual-development-plan.aspx>

How Did You Get That Job?

APA's Free Career Webinar

www.apa.org/members/your-growth/career-development/how-did-you-get-that-job/index.aspx

Questions or Comments?

Contact kstamm@apa.org or gfowler@apa.org

Thank you!

