**Individual Development Plan (IDP)**

**Instructions:** The postdoc should complete the IDP to prepare for a meeting with their mentor or PI. The IDP is designed to foster communication in various areas to ensure they receive comprehensive feedback about their progress and future expectations. Accomplishments, challenges and goals should be addressed, as well as any performance/progress issues, so that both the postdoc and the mentor/PI clearly are on the same page. An updated IDP should be completed yearly, and an annual review meeting should be held.

This IDP is organized around The Tiger 9 focus areas. These focus areas encompass the essential transferable skills at the core of professional preparation for any employment sector. For more information on how these competencies are relevant to your academic and professional goals, please visit <https://grad360.sites.clemson.edu/>

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| **Name** |  |
| **Department** |  |
| **Date** |  |
| **PI** |  |
| **Other Mentors** |  |

**As of today, my current career interests include the following:**

**1.**

**2.**

**For more information on career interest assessment, please see the** [**MyIDP or Imagine PhD online tools**](https://grad360.sites.clemson.edu/resources/career-exploration.php) **or** [**attend a GRAD 360**° **workshop**](https://grad360.sites.clemson.edu/events/index.php) **to learn more.**

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| **Career Development and Exploration****(This includes GRAD 360**° **workshops, Career Center workshops, networking activities, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Personal Health, Wellness, and Financial Literacy****(This includes activities such as exercise, meditation, time management, eating balanced meals, getting appropriate hours of sleep, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Research and Innovation****(This includes learning new data analysis techniques, new data collection techniques,** **RCR training, presenting at conferences, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Professionalism and Ethics****(This includes GRAD 360**° **workshops, understanding proper research regulatory practices, IRB training, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Leadership and Management****(This includes positions held, activities and projects, civic engagement activities etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Mentoring****(This includes participation in GCTM training, informal mentoring opportunities, etc.)**  |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Teaching and Learning****(This includes GRAD 360**° **workshops, long term or short term teaching opportunities, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Oral, Written, and Intercultural Communication****(This includes GRAD 360**° **workshops, Wednesday write-ins, specific journal article or grant writing goals, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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| **Social and Global Responsibility****(This includes GRAD 360**° **workshops, volunteer opportunities, inclusive excellence trainings, etc.)** |
| **Identified skill area for development** | **Planned activity** | **Success criteria****(i.e. how you will know you have achieved this goal)** | **Deadline****(by when do you want to achieve it?)** |
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Postdoctoral Fellow Signature Date PI Signature Date

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