

Individual Development Plan (IDP) Template

Trainee's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Semester/year in your training program: \_\_\_\_\_

**Based on your Scientific Skills Self-Assessment, list 3-5 strengths and 3-5 developmental needs.**

Strengths	Developmental Needs

**Short Term Goals and Strategies**

Consider the developmental needs identified above and academic expectations for the coming year. Then, identify 3-5 short term (**the next 6-12 months**) measureable goals and strategies for meeting those goals.

Short Term Goals	Skills you need to develop to reach this goal	Strategies for attaining these skills (e.g., coursework, additional training, RA/TA experiences, networking)

**Long Term Goals and Strategies**

Consider your career goals, your strengths, and areas where you will need additional support and guidance. Then identify up to 5 long-term measureable goals (**3-5 years**) and strategies for meeting those goals.

Long Term Goals	Skills you need to develop to reach this goal	Strategies for attaining these skills (e.g., coursework, additional training, RA/TA experiences, networking, professional organizations)

Develop the above in consultation with your mentor. Then set dates for evaluating your progress on these goals. Periodically revise these lists based on your growth and increased knowledge and skill development as a clinical scientist and scholar.