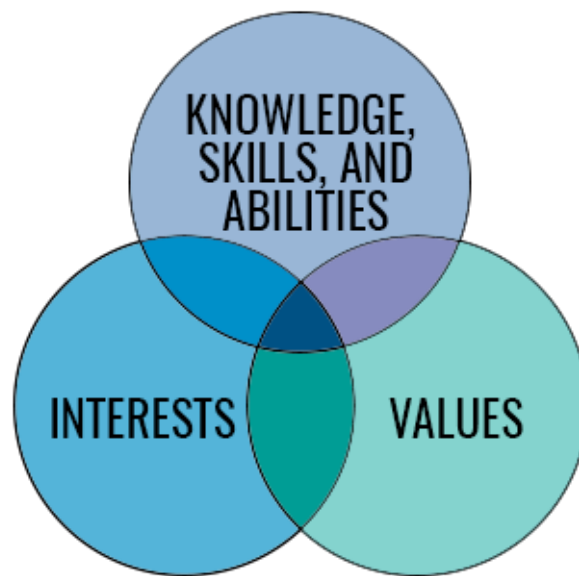




SELF-ASSESSMENT

Important questions to consider prior to developing an Individual Development Plan (IDP)

Knowledge, Skills, and Abilities <i>Identify your “strength” areas, as well as areas where you are in need of development.</i>	Interests <i>Identify the areas in which you find yourself most engaged.</i>	Values <i>Identify the areas that you find most valuable and you would like to contribute to.</i>
<ul style="list-style-type: none"> ➤ What are my professional strengths? ➤ What are my professional weaknesses? ➤ Where are there gaps in my knowledge and skills? Do I know what I do not know (e.g., about the field, profession, research processes, etc.)? ➤ What knowledge, skills, and abilities do I currently have that match my career interests? 	<ul style="list-style-type: none"> ➤ What kinds of experiences do I need in my work to remain interested and motivated? ➤ Are there specific populations that I have a greater interest in working with/helping? ➤ What recent developments in the field am I most interested in? 	<ul style="list-style-type: none"> ➤ What gives me the greatest sense of satisfaction and reward professionally? ➤ What do I care about most in my work and in my life? ➤ What non-work related circumstances should I take into account when considering potential careers (e.g., family, health, social, financial)?

Sample Self-Assessment Tools:

- [Graduate School, University of Wisconsin-Madison—*The Individual Development Plan*](#)
- [Graduate Division, University of California-Irvine—*Postdoctoral Scholar Individual Development Plan*](#)
- [Yale University—*Individual Development Planning Self-Assessment Worksheets*](#)
- [University of Southern California Postdoctoral Scholars in the Social Sciences—*Individual Development Plan*](#)

Next Steps:

- Request at least one person that knows you well professionally/academically evaluate your self-assessment and provide feedback regarding what areas of your self-assessment will need more development.
- Develop the goals that will be the focus of your Individual Development Plan.
- Document your self-assessment using a resource such as the sample tools provided in this resource.
- Review and discuss your self-assessment with your mentor.

