

INDIVIDUAL DEVELOPMENT PLAN FOR POSTDOCS

INFORMATION

Postdoc Name:

Department:

Job Title:

Mentor/Faculty
Advisor Name:

Department:

Appointment
Date:

Regular Meeting Time
(e.g., Mondays at 3pm):

APPROVALS

Postdoc Signature

Date

Mentor Signature

Date



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PART I. SELF-ASSESSMENT

Postdocs should reflect honestly and objectively on their growth in each of the National Postdoctoral Association [Core Competencies](#) in the chart below, rating themselves on a scale from 1 (weak) to 5 (strong). Depending on your discipline or area of study, some competencies may be more relevant than others. Additional support for self-assessment can be found in the webpages linked below.

- [myIDP \(STEM\)](#)
- [ImaginePhD \(Humanities & Social Sciences\)](#)
- [ChemIDP \(Chemistry\)](#)
- [APA IDP \(Psychology\)](#)

Skill Area	1	2	3	4	5	Comments
Discipline-Specific Knowledge						
Research Skills						
Communication						
Professionalism						
Leadership/Project Management						
Responsible Conduct of Research						

MENTORS/ADVISORS

Provide feedback on your postdoc's skills in the above areas. If this is their first year, offer a baseline evaluation of their current strengths and suggest areas to prioritize for development. If they are beyond their first year, describe how their skills have progressed over the past year and highlight opportunities for continued growth.



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PART II. ACCOMPLISHMENTS

Briefly summarize your main research achievements from the past year (e.g., published two papers, presented at one conference, submitted three grant proposals). Note: if this is your first IDP, list your prior accomplishments.

Category	Details (List items, dates where relevant)
Publications	
Presentations	
Awards/Honors	
Grant or Fellowship Proposals (pending/awarded)	
Other Professional Activities (e.g., teaching, outreach, service)	



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PART III. RESEARCH GOALS

Briefly summarize the overarching goal of your research and outline three to five specific objectives for the upcoming year. Identify any areas where you need additional training or resources. List one to two long-term career goals and training needed to achieve them.

Section	Description	Mentor Feedback
Overall Research Goal		
Research Objectives (Next 12 mo.)		
Training/Resources Needed		
Long-term Career Goals		



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PART IV. CAREER GOALS

CAREER GOALS

Use the table below to set your goals for the coming year (note: additional goals may be added at your mentor's discretion). For each goal, ensure it is:

- **Specific:** Clearly state what you want to accomplish.
- **Measurable:** Describe how you will track progress or know the goal is achieved.
- **Time-bound:** Set a clear deadline or timeframe for completion.
- **Mentor-Supported:** Identify the type of support, guidance, or resources you may need from your mentor to achieve the goal.

Specific Goal	Measurable Outcome	Timeframe	Mentor Support Needed



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MENTORS/ADVISORS

Provide constructive feedback on the postdoc's career goals. In what ways can you help the postdoc meet these goals?

