

Date:

The Individual Development Plan (IDP) is a self-assessment conducted by the mentee to identify areas of professional development that may be used to identify measurable short- and long-term professional goals. The IDP should be used to facilitate both short-term (micro-mentoring) and long-term (ongoing) mentoring relationships; ***updated by mentees weekly and reviewed by mentors every 10 days until the program ends. Mentors/Mentees adjust as needed.***

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As a data scientist, consider the main steps you complete and the amount of time you spend on a data science project. How would you estimate you spend time in each of the categories? Fill out the blanks below with the percentage of time allocated on those steps with the name of the step listed next to it. Examples of what categories to include: Grouping Data, Research, Writing Algorithms, Writing Code, Analyzation, etc.

[illegible]

Career Aspirations and Passions

Write three separate sentences or phrases that express your career aspirations and passions.

1.
2.
3.

Strengths and Challenges

Think about your strengths. What have others appreciated about you? What areas are continually challenging for you? What have others communicated that you need to work on?

Strengths	Challenges
1.	1.
2.	2.
3.	3.

Identifying Developmental Needs

Using the rating scale below, identify your developmental needs and degree to which you need assistance.

Developmental Need	I don't have a need for this	I'm doing OK with this but still need some help	This is an area where I really need some help
Clarifying academic and professional goals			
Developing a teaching portfolio			
Developing a research agenda/focus			
Establishing research collaborations			
Selecting service opportunities			
Building a professional network			

Learning how to mentor others (e.g., students, research team)			
Responding to feedback (analysis, writing code, leadership)			
Understanding the academic promotion process			
Finding work-life balance			
Handling workplace politics			
Managing expectations			
Fostering professional development and improvement as an educator			
Fostering professional development and improvement as a researcher			
Fostering professional development and improvement as a data scientist			
Fostering professional development and improvement as a leader			
Other: _____			

Professional Goals

What are your professional goals: For this Cohort's Project/Program. In the next 1-2 years?

For this Cohort's Project/Program	In the next 1-2 years
1.	1.
2.	2.
3.	3.

Implementation Plan

List at least three activities that you plan to implement towards achieving your goals

For this Cohort's Project/Program	In the next 1-2 years
1.	1.
2.	2.
3.	3.