Individual Dev	elopment Plan
The Individual Development Plan (IDP) is a self-assareas of professional development that may be use professional goals. The IDP should be used to facil long-term (ongoing) mentoring relationships; <i>updamentors every 10 days until the program ends. Me</i>	ed to identify measurable short- and long-term itate both short-term (micro-mentoring) and ated by mentees weekly and reviewed by
Occupation and/or Academic Status:	
Preferred Occupation (if applicable):	
Time Allocation	
As a data scientist, consider the main steps you of a data science project. How would you estimate out the blanks below with the percentage of tim step listed next to it. Examples of what categorie Algorithms, Writing Code, Analyzation, etc.	you spend time in each of the categories? Fill e allocated on those steps with the name of the
Current	Ideal/Preferred

Example: 20% Grouping Data

_%_____

_% _____

Date:

Name:

Example: 20% Grouping Data

%_____

_% _____

_% _____

Career Aspirations and Passions

	parate sentences o			• • •	
Mirita thraa cai	narata cantancac a	r nhracae th	at avarace valir	caroor achirations	and paccions
AALIIE IIIIEE ZEI	naiale sememes n	1 1111111111111	ai exiliess villi	Career asomations	aiiu uassiuiis.

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.