

Postdoc name: Mentor name: Date:

Your postdoctoral training is a professional development period vital to establishing an independent career. The postdoctoral researcher and the mentor relationship is a key aspect of career development. Maintaining clear, open communication is important to optimize quality training and the overall research experience. The Individual Development Plan (IDP) facilitates this communication and helps the postdoctoral researcher to set and achieve goals. The plan also attempts to anticipate and address periodic challenges. Every postdoc takes a unique path to future success. Designing that path requires careful consideration and collaboration between mentor and mentored and others involved in the postdoc training activities.

Each Postdoc should complete this form and share it with the mentor before your annual mentoring meeting. Please contact the LSU Office of Postdoctoral Affairs for any questions that you may have.

How to Complete Your IDP



Part I. Progress

1. Briefly review your research progress in the past year. (This includes publications, presentations, fellowships, etc.)

2. List other activities in which you engaged. Describe your level of satisfaction with your postdoctoral curricular activities? (e.g., coursework/training, teaching/mentoring, professional/career development, grant/manuscript writing, clinical duties)

3. List the most valuable experiences from this past academic year (educational, research/professional, personal).

4. Describe any unusual or unanticipated challenges you experienced this year in trying to accomplish your goals including actions taken to meet these challenges. How can your faculty mentor help you?

5. How do you expect the balance of activities identified above will change in the coming year?

6. What is the current source and duration of your funding?

Part II. Goals and Objectives

1. List career your objectives the coming year by subtopic:

A. Research Objectives:

B. Professional Development Objectives:

2. Are there opportunities at LSU and beyond that can assist you in reaching your objectives?
(Specify courses, meeting, or workshop attendance, teaching, providing mentorship or
community service and other growth opportunities).

3. What are your near-term research goals for your postdoctoral training period? For each goal, identify potential
areas for improvements and opportunities to acquire supplemental training.

Part III. Mentoring

Your faculty mentor can provide guidance in many areas, and a continuing discussion should be valuable. Input from others about your research, professional development, work/life balance or other areas may also be useful, and you may want to consider using some or all of this IDP form as a basis for conversations with each of your mentors. In the space below, consider the breadth of mentoring you currently receive.

	How often are you meeting?	Is this sufficient?	Do you initiate meetings?
Faculty mentor			
Additional mentors			
Collaborators			

2. What was most beneficial from the mentoring you received? What would improve the mentoring you receive?

Part IV. Career Goals

1. What are your current career goals? Provide primary, secondary, and tertiary goals.

2. What actions are you taking to attain these goals? How can your mentor best support you in reaching your career goals?

3. When will you begin a job search? Do you feel comfortable with the resources you have? How can your faculty mentor help?

4. What additional training or skills would most benefit you in preparing for your career goals?

Part V. Well-being *(optional)*

Consider this section as you make your plans.

For example:

- o Research environment: Features of your lab group or your relationships with colleagues and collaborators that are helpful and supportive to your well-being/Issues that might negatively affect your progress.
- o Work-life balance: How to maintain a balance between your work and life/personal needs. What is working? What do you need to change?
- o List any other stressors or concerns you have.

You may also find the following resources of use:

Part VI. Action Plan for Your Next Steps

To be developed jointly by the postdoc and the mentor(s) during or after the discussion

Consider the following questions as you develop an action plan with your mentor:

- o List any **activities** in which you and your mentor agree you should participate in to achieve your professional/career goals in the coming year.
- o Do you have guaranteed **funding** for the next year? If not, what back-up plans are in place?
- o Are there **specific actions** that you and/or your mentor can undertake that will support your success (e.g., modify working styles, meetings to discuss progress, networking opportunities)?
- o How can your faculty mentor help you achieve your goals?
- o This IDP is a **living document**, and the goals within should be revisited throughout the year. Are there specific goals that you and your mentor should discuss before your next annual meeting?