Individual Development Plan

Name: ________________________________

Date: ________________

Current academic series and rank: ________________________________

PROFESSIONAL, SKILLS & PROJECT GOALS:

Think SMART - Specific, Measurable, Action-oriented, Realistic, Time-bound.

A: CAREER & PROFESSIONAL GOALS

Professional goals for upcoming year:

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

Barriers you anticipate in achieving these goals:

_________________________________________________________________________

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_________________________________________________________________________

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_________________________________________________________________________

Goals for longer-term (3-5 years):

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_________________________________________________________________________

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_________________________________________________________________________

Barriers you anticipate in achieving these goals:

_________________________________________________________________________

_________________________________________________________________________

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_________________________________________________________________________

_________________________________________________________________________
B: SKILLS

What further **research-related skills** do you need to acquire to be successful in this step of your career and thereafter?
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

What further **teaching skills** do you need to develop?
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

What further **professional skills** do you need to develop in the areas of grant writing, oral presentations, manuscript writing, mentoring, being a better mentee?
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

What further **leadership / management skills** do you need to develop (time-management, budgeting, organization, project management)?
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

Further **interpersonal skill** development?
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

PRIORITY and realistic timeline for the above skill development?
C: PROJECTS
This can be done on additional sheets. For each project consider:
- Aim: Project and what you want to achieve (submitted/published/approved)
- Purpose – How important is this to you?
- Action steps to take with timeline for each
- Obstacles and steps to handle each
- Resources / people you will need to engage to help

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<td>AIM</td>
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*The Radiology IDP has been adapted from the myIDP.com site and the UCSF OCPD faculty IDP: [http://medschool2.ucsf.edu/academy/faculty_development/Individual_development_plan.pdf](http://medschool2.ucsf.edu/academy/faculty_development/Individual_development_plan.pdf)