

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:

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

Barriers you anticipate in achieving these goals:

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

PRIORITY	
AIM	
PURPOSE	
ACTION STEPS + TIMELINE	
OBSTACLES + SOLUTIONS	
RESOURCES NEEDED	

*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