

Your Individual Development Plan (IDP)

The IDP should be exactly as it sounds; it is specifically *your plan* to guide the building of *your career*. In different forms, IDPs or faculty development plans (FDPs) & my annual plan (MAPs) have been used for years in business and in academics to help identify professional development needs and career objectives. They also serve as a useful starting point for mentor-mentee discussions.

Use the IDP to create **long-term** and **short-term goals** to identify where you're going, and even to identify that you are not sure what goals might be appropriate.

There are four key steps as part of the IDP process.

1. Identify your **current skills, strengths** and areas for potential development.
2. Identify **where you want to go** in your career. This requires a lot of thought and self-reflection and the creation of SMART goals: Specific, Measurable, Action-oriented, Realistic, Time-bound.
 - A: Career Advancement Goals – to help you move forward in your career
 - B: Skills Goals – to help improve upon weaknesses in knowledge & skills
 - C: Project Goals – to keep on top of current and future projects
3. **Share** 1 & 2 with your mentor/s – Revise?
4. Get going – put your plans in to **action**.
- [5. **Rinse & Repeat**. Revisit and revise your IDP (at least) yearly]

Other resources to review:

Our Radiology IDP has been adapted from the UCSF OCPD and UCSF faculty, which is also available on the Science journal website: <https://myidp.sciencecareers.org/>
http://medschool2.ucsf.edu/academy/faculty_development/Individual_development_plan.pdf

The UCSF CTSI mentor development program resources for mentoring and IDP:

<http://accelerate.ucsf.edu/training/mdp-seminar1-meeting>

UCSF Office of Career & Professional Development OCPD – for graduate students and postdocs:

<https://career.ucsf.edu/grad-students-postdocs/myIDP>

Consider reviewing the online tool **myIDP.com created by faculty from the UCSF OCPD for postdocs who now must have an IDP if receiving NIH support. The site received the AAMC's 2013 "Innovation in Research & Research Training" award. <http://graduate.ucsf.edu/news/myidp-wins-award>