

Your Individual Development Plan (IDP)

The IDP should be exactly as it sounds; it is specifically yours to create 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 improve – 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:

The Radiology IDP has been adapted from the UCSF OCPD and UCSF faculty:
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>