Individual Development Plans to Aid Undergraduates in **Graduate School Preparation** Colleen M. Smith, M.Ed.

What is an Individual Development Plan?

An Individual Development Plan (IDP) is a systematic process to plan milestones by strategically working towards a greater career goal (American Psychological Association).

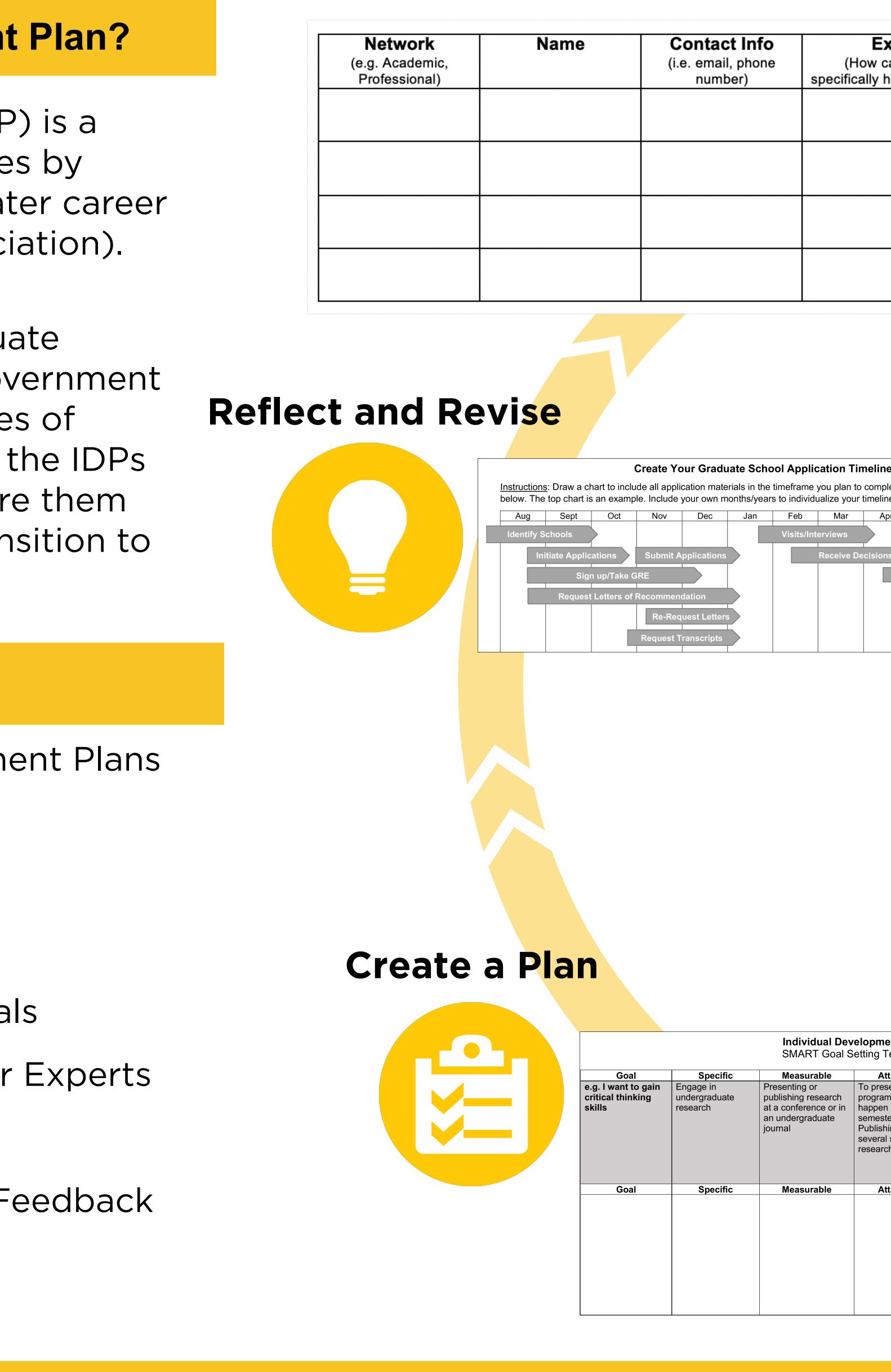
Traditionally IDPs are found in graduate school student development and government staff development (National Institutes of General Medical Sciences). Bringing the IDPs to undergraduate students to prepare them for graduate school will help the transition to graduate school and their careers.

What are the steps of an IDP?

- Learn about Individual Development Plans
- Identify your Network
- Actively Explore Career Goals
- Complete Self-Assessment
- Analyze Assessment and Set Goals
- Create a Plan with Subject Matter Experts ∇
- Take Action on your Plan ∇
- Check-in with your Network for Feedback ∇ and Revise IDP
- Submit Reflection Assignment ∇

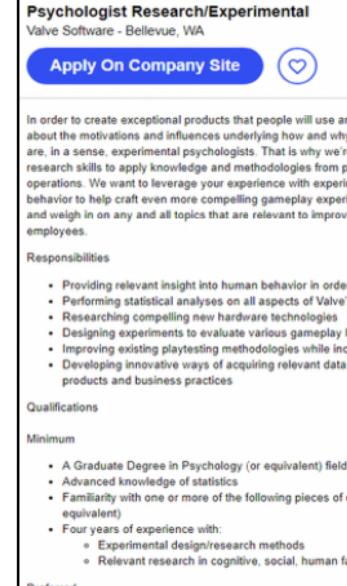
Discussion

Thoughtful planning for a successful completion of a bachelor's degree enables students to prepare and achieve significant milestones that are essential to post-baccalaureate success.



Contact Info	Expertise
(i.e. email, phone	(How can this contact
number)	specifically help with your plan?)

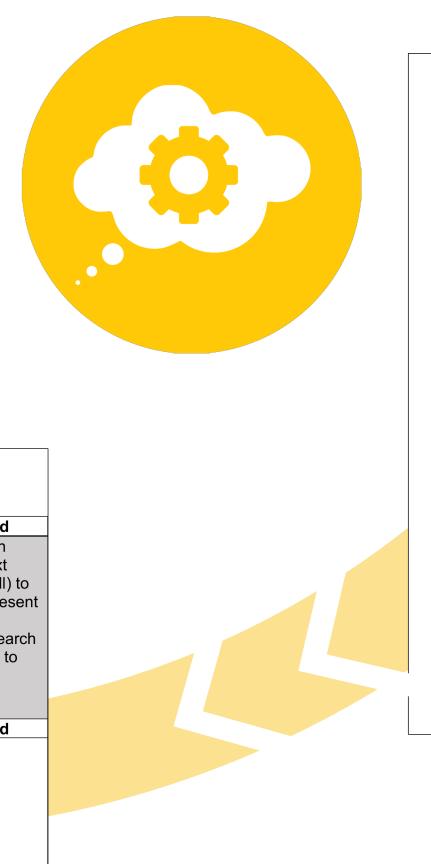
uild Networks



Instructions: Draw a chart to include all application materials in the timeframe you plan to complete each piece in the months

	Dec	Jan	Feb	Mar	Apr	May-Jul	Aug-Sept	
			Visits/Int	erviews				
t A	pplications			Receive De	cisions			
					Final	Decisions		
ene	dation					C)ff to Grad Schoo	1!
eq	uest Letters							
t T	ranscripts							

Self-Assess



Individual Development Plan MART Goal Setting Template

Specific	Measurable	Attainable	Relevant	Time-bound
Engage in undergraduate research	Presenting or publishing research at a conference or in an undergraduate journal	To present, programs to present happen in spring semester. Publishing takes several semesters in research.	Critical analysis and thinking skills are needed in many graduate programs I am looking to apply to by my senior year.	 (1) Get started in research next semester (fall) to be able to present in the spring (2) Conduct research for 1-2 years to get closer to publishing
Specific	Measurable	Attainable	Relevant	Time-bound

References and Acknowledgements

APA's resource for individual development plans. (2019). Retrieved from https://www.apa.org/education/grad/individual-development-plan.aspx Individual development plans. (2018). National Institutes of General Medical Sciences. Retrieved from https://www.nigms.nih.gov/training/strategicplanimplementationblueprint/pages/IndividualDevelopmentPlans.aspx Individual development plans (IDPs) for undergraduate students. (2019). Retrieved from https://undergrad.ucf.edu/whatsnext/faculty-staff/resources/individualdevelopment-plans-idps-for-undergraduate-students/

Hobin, J. A. (n.d.). Individual development plans for postdoctoral fellows [PDF File]. http://www.faseb.org/portals/2/pdfs/opa/idp.pdf My individual development plan: Science careers. (n.d.). http://myidp.sciencecareers.org/

Thank you to AAP and Peer Advisors for time and resources.





Academic Advancement Programs Division of Teaching and Learning



Explore Careers

ut the motivations and influences underlying how and why people do what they do. We believe that all game designer ivior to help craft even more compelling gameplay experiences for future Valve titles. We'd also expect you to researc

 Providing relevant insight into human behavior in order to shape gameplay and customer experience Performing statistical analyses on all aspects of Valve's operations: gameplay, financial, and company data Designing experiments to evaluate various gameplay hypotheses and design choices Improving existing playtesting methodologies while incorporating novel techniques to improve best practices Developing innovative ways of acquiring relevant data to answer open questions about all aspects of Valve's

· Familiarity with one or more of the following pieces of data analysis software: SPSS, Systat, Matlab, R, (or

Relevant research in cognitive, social, human factors, and related disciplines in psychology

Proficiency in one or more of the following programming languages: C++, SQL, PHP, (or equivalent)



Assets Inventory

Please *honestly* rate the level of your confidence in performing the knowledge, skills and abilities associated with **communication** described below. Your rating can be between 1 and 5.

- 1 = not at all confident.
- 2 = only slightly confident
- 3 = somewhat confident,
- 4 = moderately confident
- 5 = very confident

Communication

Please rate your confidence level in your ability to perform the below skills

	1 - Not at all confident	2 - Only slightly confident	3 - Somewhat confident	4 - Moderately confident	5 - Very confident	
Grammar & Sentence Structure						
Identifying and reading professional compositions	Ο	Ο	Ο	Ο	Ο	