

Individual Development Plans to Aid Undergraduates in Graduate School Preparation

Colleen M. Smith, M.Ed.



Academic Advancement Programs
Division of Teaching and Learning

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).

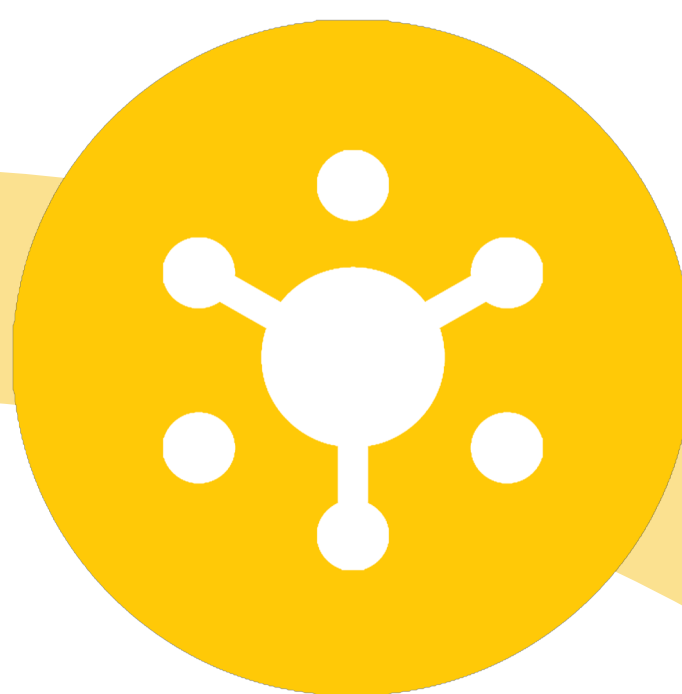
Traditionally IDPs are found in graduate school student development and government staff development (National Institutes of General Medical Sciences). Bringing the IDPs to undergraduate students to prepare them for graduate school will help the transition to graduate school and their careers.

What are the steps of an IDP?

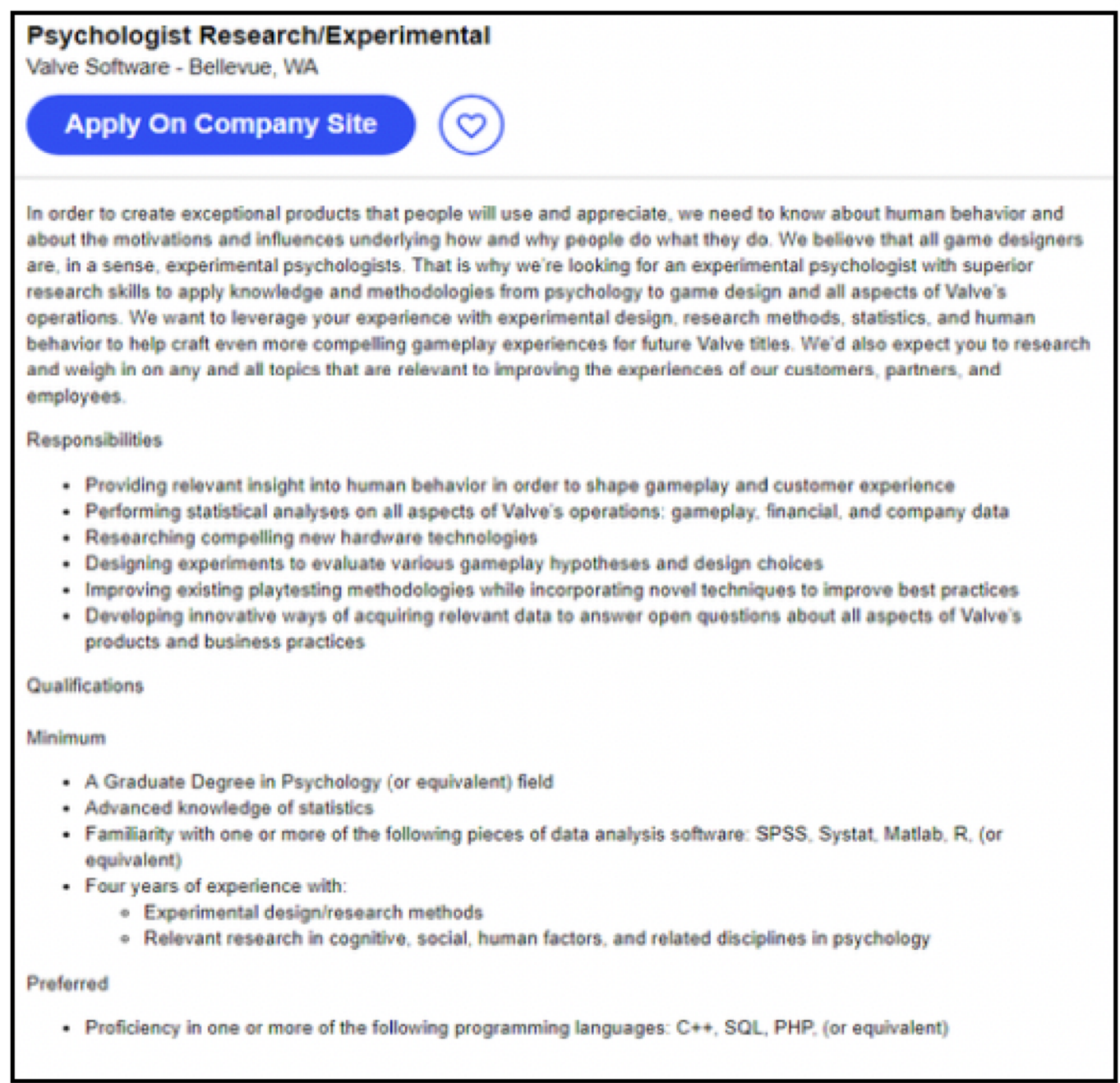
- ▽ Learn about Individual Development Plans
- ▽ Identify your Network
- ▽ Actively Explore Career Goals
- ▽ Complete Self-Assessment
- ▽ Analyze Assessment and Set Goals
- ▽ Create a Plan with Subject Matter Experts
- ▽ Take Action on your Plan
- ▽ Check-in with your Network for Feedback and Revise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

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

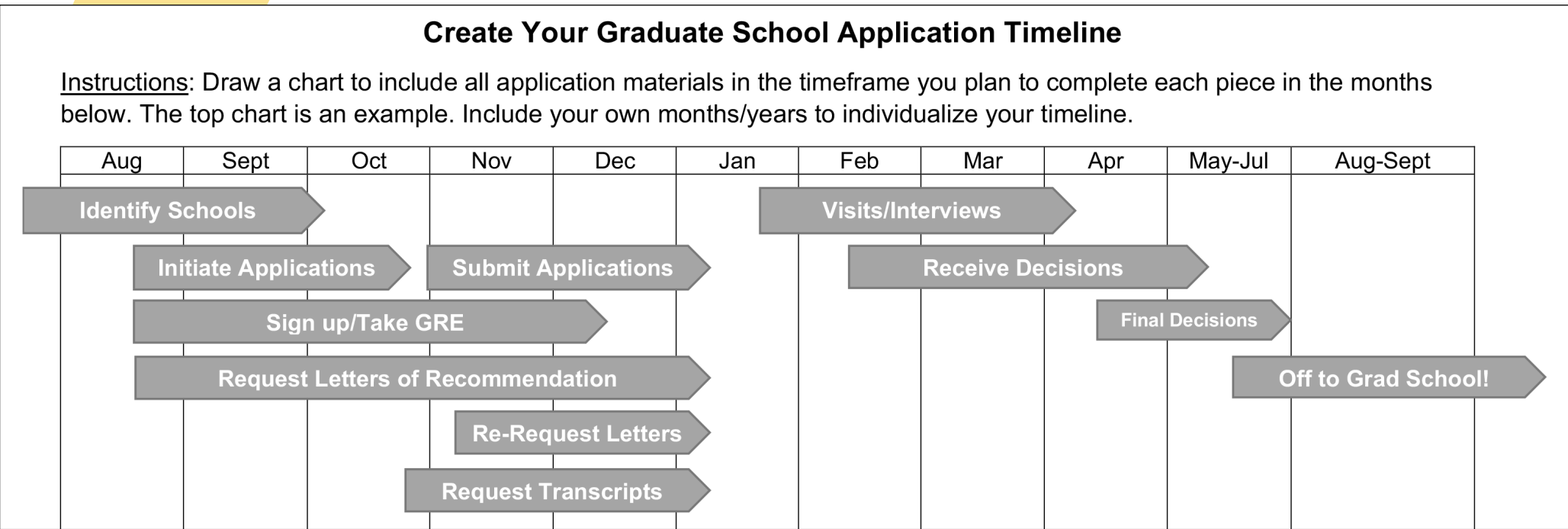
Build Networks



Explore Careers



Reflect and Revise



Create a Plan



Individual Development Plan SMART Goal Setting Template					
Goal	Specific	Measurable	Attainable	Relevant	Time-bound
e.g. I want to gain critical thinking skills	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
Goal	Specific	Measurable	Attainable	Relevant	Time-bound

Self-Assess



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	○	○	○	○	○

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.

References and Acknowledgements

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