

**Individual Development Plan  
GSBS PhD Students  
Year 3 Worksheet**

**Student Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**GSBS IDP Overview:** *This worksheet contains questions that will guide you in setting goals for your annual IDP. It is designed to be used in conjunction with the **GSBS IDP Year 3 Guide**.*

## REFLECT ON MY PRIOR GOALS

1. What were your main goals for last year? Which goals did you meet? If you did not meet a goal, why not?

## SET MY YEAR 3 TRAINING GOALS

Once you have had an opportunity to reflect on your skills assessment and the training expectations for graduate students, it is now time to set your goals for the upcoming year. Keep in mind that these goals are what you hope to achieve or accomplish this year.

1. What **research-related goals** (experimental or technical) would you like to accomplish in the upcoming year?  
*It may be helpful to examine your training expectations and the reflection questions related to the following domains: Scientific Knowledge, Research, and Responsible Conduct of Research. List at least 2-3 goals, although you may list more.*

2. What **academic or professional goals** would you like to accomplish in the upcoming year?  
*It may be helpful to examine your training expectations and the reflection questions related to the following domains: Communication, Professionalism, Management & Leadership; Responsible Conduct of Research. List at least 2-3 goals, although you may list more.*

3. What are your goals or plans for communicating your science (i.e. presentations, publications) this year? List any specific conferences, local symposia, and/or departmental retreats where you plan to participate.

4. Will you be applying for any fellowships, the GSBS Common Application, or any other funding opportunities? What are the targeted deadlines?

5. When do you plan to take your qualifying exam (if you have not done so yet)? What is your plan for preparing for the exam? In your plan, please include a timeframe for studying and preparing for the written and oral portions of the exam.

6. What are your target dates for your advisory meetings?

## PLAN FOR MY CAREER

1. What 2-3 career sectors are you currently interested in? A review of your career assessment results will help guide you in answering this question.

*Keep in mind that the career assessment ranks career paths based on skills AND interests. Therefore, you should carefully think about your top choices and whether the career you are most interested in requires you to gain additional skills.*

2. What specific steps will you take in the next year to explore your career sectors that you are interested in (i.e. soft skill development, internships, networking, mentoring, teaching, courses, etc.)? Are there professional skills that may be useful for your future career that you plan to acquire this year?

3. When do you plan to have your IDP advising session this year?

## PLAN FOR MY WELLNESS

1. What are the main **wellness** goals you would like to accomplish in the upcoming year? *Maintaining your personal wellness is important so that you can maximize your training experience. It may be helpful to review the wellness reflection questions. It is not required to answer or discuss this question, but you are encouraged to reflect on your answer to this question.*