

Individualized Development Plan (IDP) for Grad Students Advisor Information

Steps	For Student	For Advisor/Faculty
1	Self-assessment of your skills and interests	
2	Write your IDP	
3	Discuss goals with advisor	Review goals & provide feedback
4	Implement your plan	
5	Update IDP as you progress	Review regularly & provide support

Advisor/Faculty = IDP Mentor

FACULTY/ADVISOR: Annual meeting during winter or spring quarter

- Meet with graduate student to review IDP, complete Mentor Feedback page and sign
- Student will turn in form to Lana Smith-Hale, Graduate Career Counselor end of Spring quarter (suggested timeframe)

What is an Individual Development Plan?

An Individual Development Plan (IDP) is a dynamic document completed by graduate students that communicates their academic goals to their advisors as well as identifies career goals and sets a path to help students be successful in graduate school and beyond. IDPs have long been used in the business world and because their effectiveness has been proven, they are increasingly used by universities to promote graduate student and postdoctoral training. Through a self-assessment of skills, students are able to **(1) identify their academic and career needs, and (2) maximize communication with advisor(s), set goals, and follow through.** Please refer to Overview of IDPs document for more details.

General Benefits of an Individual Development Plan

- Provides a structure to systematically identify training needs and competencies and to establish goals to accomplish them.
- Students stay on track with their research, paper and grant writing, and skill development.
- Students plan and prepare for their post-PhD future while in graduate school.
- A tool to facilitate clear communication between students and their advisor(s).

UCSB's IDP Developed by: Lana Smith-Hale, LCSW & Caroline Schanche, M.A

Mentor Feedback



Mentor Feedback

<i>Scholarly Development</i>	
<i>Research</i>	
<i>Communication</i>	
<i>Teaching and Mentoring</i>	
<i>Professionalism and Leadership (optional)</i>	
<i>Career Development (optional)</i>	
<i>Program Requirement Considerations</i>	
<i>Additional Feedback</i>	

Student Signature: _____ Date Discussed: _____

Advisor Signature: _____ Approx. Date of Next Review: _____

