Name: Victoria Okesipe   **Date:** December 27, 2022

Individual Development Plan

The Individual Development Plan (IDP) is a self-assessment conducted by the mentee to identify areas of professional development that may be used to identify measurable short- and long-term professional goals. The IDP should be used to facilitate both short-term (micro-mentoring) and long-term (ongoing) mentoring relationships; updated at least once per year.

Occupation and/or Academic Status:

Student

Preferred Occupation (if applicable):

Business Analyst

Time Allocation

As a data scientist, consider the main steps you complete and the amount of time you spend on a data science project. How would you estimate you spend time in each of the categories? Fill out the blanks below with the percentage of time allocated on those steps with the name of the step listed next to it. Examples of what categories to include: Grouping Data, Research, Writing Algorithms, Writing Code, Analyzation, etc.

Current Example : 20% Grouping Data	**Ideal/Preferred** Example : 20% Grouping Data
10% Gathering Data 15% Data Cleaning 50% Data Visualization 15% Data Preprocessing 10% Data Modeling	10% Gathering Data 30% Data Cleaning 10% Data Visualization 30% Data Preprocessing 20% Data Modeling

Career Aspirations and Passions
Write three separate sentences or phrases that express your career aspirations and passions.

1. To have so much confidence and competence in dealing with data and extracting actionable knowledge from data.
2. To win a Kaggle Competition, and have a useful Github account.
3. To do meaningful work while dealing with data in business and climate related areas.

Strengths and Challenges
Think about your strengths. What have others appreciated about you? What areas are continually challenging for you? What have others communicated that you need to work on?

Strengths	Challenges
1. Meticulous and Detail Oriented	1. Creating written reports from the data exploration processes 2. Identifying the right algorithm to use 3. Confused about data cleaning and preprocessing methods 4. Understanding the Business/Domain Problem

Identifying Developmental Needs
Using the rating scale below, identify your developmental needs and degree to which you need assistance.

Developmental Need	I don't have a need for this	I'm doing OK with this but still need some help	This is an area where I really need some help
Clarifying academic and professional goals			✔
Developing a teaching portfolio		✔	
Developing a research agenda/focus			✔

Establishing research collaborations			✔
Selecting service opportunities		✔	
Building a professional network			✔
Learning how to mentor others (e.g., students, research team)			✔
Responding to feedback (analysis, writing code, leadership)			✔
Understanding the academic promotion process		✔	
Finding work-life balance			✔
Handling workplace politics			✔
Managing expectations			✔
Fostering professional development and improvement as an educator		✔	
Fostering professional development and improvement as a researcher		✔	
Fostering professional development and improvement as a data scientist			✔
Fostering professional development and improvement as a leader			✔
Other: Becoming confident in my ability to perform data analysis			✔

Professional Goals
What are your professional goals: In the coming year? In the next 3-5 years?

In the Coming Year	In the next 3-5 years
1. To be able to perform data analysis with confidence 2. To win a Kaggle competition 3. To develop the ability to create written reports effortlessly	1. To work as a Business Analyst in a Blue Chip company 2. To mentor younger colleagues in Data Science 3. To establish a reputation as a competent Data Scientist

Implementation Plan

List at least three activities that you plan to implement towards achieving your goals

In the Coming Year	In the next 3-5 years
1. Participating in a Kaggle competition 2. Committedly participate in the ongoing Kaggle Mentorship program 3. Take available Coursera courses, Forage courses 4. Build a useful GitHub portfolio	1. Develop a support network of fellow Data Scientists who I can consult at anytime 2. Consistently working on my professional development in Data Science 3. Joining Data Science Professional bodies to leverage on their access and knowledge