

Individual Development Plan

for
James Brown

Personal Information

Title: MSc
Institution: University of Florida
Position start date: 6/3/2016
Position end date: 8/30/2018
Research project: Diapause and European Corn Borer

IDP last modified: 6/21/2016

Career Plans Summary

Plan A

Long Term Goal: I would like to learn more about working for an educational institution. Teaching has for some time been something that interests me.

Short Term Goal: Talk to Teachers/Researchers and see if that may be something I would be interested in

Plan B

Long Term Goal: Learn more about how industry works

Short Term Goal: I dont know what I need. But again I need to begin with a conversation with a scientist in industry.

SMART Goal Summary

Note: goals after 12 months from now are not shown.

Self Assessment Summary

Strong Skills

Weak Skills

- Statistical analysis
- Navigating the peer review process
- Writing grant proposals
- Presenting research to scientists
- Seeking advice from advisors and mentors
- Dealing with conflict
- Developing/managing budgets
- Managing data and resources
- Creating vision and goals
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in human research
- Demonstrating responsible conduct in animal research
- Can identify and address research misconduct

- Can identify and manage conflict of interest
- How to negotiate

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing position papers or policy papers
- Creating presentations
- Representing data in figures/illustrations
- Reading papers in your field
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Discussing science with others
- Attending conferences or scientific meetings
- Learning how to use new equipment or techniques
- Building new devices or developing/refining techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Teaching in a classroom setting
- Mentoring or teaching one-on-one
- Developing collaborations
- Negotiating agreements
- Working in a team
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

- Performing research with human subjects
- Developing curricula

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups
- Congenial Atmosphere: work with friendly colleagues
- Competition: engage in activities that test my abilities/achievements against others' abilities/achievements
- Make Decisions: have authority to decide courses of action, policies, etc.
- Influence People: be in a position to change attitudes or opinions of other people
- Intellectual Challenge: perform work that is intellectually stimulating
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.
- Recognition: be recognized or appreciated for the quality of my work
- Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result
- Flexible Schedule: have some choice over the hours or days that I work
- Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues
- Professional Development: have a job with opportunities for growth or promotions
- Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.
- Exercise Competence: take advantage of my strongest talents and skills on a regular basis
- Learn New Things: be challenged to learn new skills or knowledge on a regular basis
- High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

Self Assessment Summary Tables

Skills Summary

1 <i>Highly deficient</i>	2	3	4	5 <i>Highly proficient</i>
<ul style="list-style-type: none"> Statistical analysis Navigating the peer review process Writing grant proposals Presenting research to scientists Seeking advice from advisors and mentors Dealing with conflict Developing/managing budgets Managing data and resources Creating vision and goals Demonstrating responsible authorship and publication practices Demonstrating responsible conduct in human research Demonstrating responsible conduct in animal research Can identify and address research misconduct Can identify and manage conflict of interest How to negotiate 	<ul style="list-style-type: none"> Critical evaluation of scientific literature Writing scientific publications Providing instruction and guidance Planning and organizing projects Time management Careful recordkeeping practices How to maintain a professional network How to identify career options Deep knowledge of my specific research area Technical skills related to my specific research area 	<ul style="list-style-type: none"> Experimental design Interpretation of data Writing for nonscientists Negotiating difficult conversations Providing constructive feedback Delegating responsibilities Leading and motivating others Understanding of data ownership/sharing issues 	<ul style="list-style-type: none"> Broad based knowledge of science Creativity/innovative thinking Basic writing and editing Speaking clearly and effectively Presenting to nonscientists Teaching in a classroom setting Training and mentoring individuals Demonstrating workplace etiquette Complying with rules and regulations Upholding commitments and meeting deadlines Maintaining positive relationships with colleagues Contributing to discipline (e.g. member of professional society) Contributing to institution (e.g. participate on committees) Serving as a role model How to prepare application materials How to interview 	

Interests Summary

1 <i>I would like to never do this in my career</i>	2	3	4	5 <i>I would like to do this often in my career</i>
<ul style="list-style-type: none"> Performing research with human 	<ul style="list-style-type: none"> Assessing business trends and strategies, 	<ul style="list-style-type: none"> Writing grant proposals Writing about 	<ul style="list-style-type: none"> Writing scientific manuscripts Writing project 	<ul style="list-style-type: none"> Designing experiments Performing

- subjects
- Developing curricula

entrepreneurial ideas

- science to non-scientists
- Analyzing financial data or budgets

- reports or other business-related correspondence
- Giving presentations about science
 - Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
 - Performing research with animal subjects
 - Speaking about science to non-scientists
 - Serving on committees

- experiments
- Analyzing experimental results
 - Planning new scientific projects or developing new research directions
 - Writing position papers or policy papers
 - Creating presentations
 - Representing data in figures/illustrations
 - Reading papers in your field
 - Learning about other fields
 - Thinking about science
 - Keeping up with current events in science
 - Discussing science with others
 - Attending conferences or scientific meetings
 - Learning how to use new equipment or techniques
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 - Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
 - Teaching in a classroom setting
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 - Working in a team
 - Networking with others
 - Work-related travel
 - Organizing things, creating systems

- in the workplace
- Planning or organizing events
- Leading or supervising others

Values Summary

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
<ul style="list-style-type: none"> • Expert Status: be acknowledged as an expert in a given field 	<ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Independence: work with little direction from others • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Not Physically Challenging: have a job that does not require high physical demands 	<ul style="list-style-type: none"> • People Contact: have day-to-day contact with clients or colleagues • Friendships: Develop close personal relationships with people at work • Supervision: be directly responsible for work done by others • Aesthetics: appreciate the beauty of things and ideas that I work with • Predictability: have job duties that are similar day-to-day • Variety: have job duties that change frequently • Physically Challenging: have a job that requires high physical demands 	<ul style="list-style-type: none"> • Teamwork: work in collaboration with others as part of a team • Work Alone: work on projects by myself, with little contact with others • Creativity: originate and develop new ideas • Location: live in a place which is conducive to my lifestyle • Job Tranquility: work in a low pressure environment • Work/Life Balance: balance time spent at work and time spent doing other activities 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Congenial Atmosphere: work with friendly colleagues • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Make Decisions: have authority to decide courses of action, policies, etc. • Influence People: be in a position to change attitudes or opinions of other people • Intellectual Challenge: perform work that is intellectually stimulating • Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • Recognition: be recognized or appreciated for the quality of my work • Risk Taking: have work duties that involve trying new things, despite the

				<p>chance that negative outcomes could result</p> <ul style="list-style-type: none"> • Flexible Schedule: have some choice over the hours or days that I work • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues • Professional Development: have a job with opportunities for growth or promotions • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. • Exercise Competence: take advantage of my strongest talents and skills on a regular basis • Learn New Things: be challenged to learn new skills or knowledge on a regular basis • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job
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Career Exploration Summary

Career Resources

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Events

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Networking

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Skills Development Goals

Mentoring Summary

<u>Mentor</u>	<u>Role</u>
Daniel Hahn	Research Program Committee Chair