

# Individual Development Plan

for  
Korey Kam

## Personal Information

*Title:* PhD student  
*Institution:* NYU Medical  
*Position start date:* 8/1/2011  
*Position end date:* 8/1/2016  
*Research project:* Identification of Electrographic Biomarkers in AD  
  
*IDP last modified:* 11/29/2015

## Career Plans Summary

### Plan A

*Long Term Goal:* PI  
*Short Term Goal:* Publish

### Plan B

*Long Term Goal:* PI  
*Short Term Goal:* Publish

## SMART Goal Summary

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

## Self Assessment Summary

### Strong Skills

- Creativity/innovative thinking

### Weak Skills

- Broad based knowledge of science
- Training and mentoring individuals
- Negotiating difficult conversations
- Managing data and resources
- How to maintain a professional network
- How to negotiate

### Top Interests

- Designing experiments

- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing grant proposals
- Writing scientific manuscripts
- 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 quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Performing research with animal subjects
- Performing research with human subjects
- Mentoring or teaching one-on-one

### Activities To Avoid

- Teaching in a classroom setting
- Developing curricula
- Assessing business trends and strategies, entrepreneurial ideas

### Top Values

- Help Society: contribute to betterment of world
- People Contact: have day-to-day contact with clients or colleagues
- Teamwork: work in collaboration with others as part of a team
- Friendships: Develop close personal relationships with people at work
- Independence: work with little direction from others
- Intellectual Challenge: perform work that is intellectually stimulating
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Expert Status: be acknowledged as an expert in a given field
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result
- Professional Development: have a job with opportunities for growth or promotions
- 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"> <li>• Broad based knowledge of science</li> <li>• Training and mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Critical evaluation of scientific literature</li> <li>• Experimental</li> </ul>	<ul style="list-style-type: none"> <li>• Navigating the peer review process</li> <li>• Basic writing and editing</li> <li>• Writing scientific</li> </ul>	<ul style="list-style-type: none"> <li>• Time management</li> <li>• Demonstrating responsible conduct in</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity/innov thinking</li> </ul>

<p>individuals</p> <ul style="list-style-type: none"> <li>• Negotiating difficult conversations</li> <li>• Managing data and resources</li> <li>• How to maintain a professional network</li> <li>• How to negotiate</li> </ul>	<p>design</p> <ul style="list-style-type: none"> <li>• Statistical analysis</li> <li>• Interpretation of data</li> <li>• Speaking clearly and effectively</li> <li>• Seeking advice from advisors and mentors</li> <li>• How to identify career options</li> </ul>	<p>publications</p> <ul style="list-style-type: none"> <li>• Writing grant proposals</li> <li>• Writing for nonscientists</li> <li>• Presenting research to scientists</li> <li>• Presenting to nonscientists</li> <li>• Teaching in a classroom setting</li> <li>• Demonstrating workplace etiquette</li> <li>• Complying with rules and regulations</li> <li>• Upholding commitments and meeting deadlines</li> <li>• Maintaining positive relationships with colleagues</li> <li>• Contributing to discipline (e.g. member of professional society)</li> <li>• Contributing to institution (e.g. participate on committees)</li> <li>• Providing instruction and guidance</li> <li>• Providing constructive feedback</li> <li>• Dealing with conflict</li> <li>• Planning and organizing projects</li> <li>• Developing/managing budgets</li> <li>• Delegating responsibilities</li> <li>• Leading and motivating others</li> <li>• Creating vision and goals</li> <li>• Serving as a role model</li> <li>• Careful recordkeeping practices</li> <li>• Understanding of data ownership/sharing issues</li> <li>• Demonstrating responsible authorship and publication practices</li> </ul>	<p>animal research</p> <ul style="list-style-type: none"> <li>• Can identify and manage conflict of interest</li> <li>• Deep knowledge of my specific research area</li> <li>• Technical skills related to my specific research area</li> </ul>	
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- Demonstrating responsible conduct in human research
- Can identify and address research misconduct
- 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"> <li>• Teaching in a classroom setting</li> <li>• Developing curricula</li> <li>• Assessing business trends and strategies, entrepreneurial ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Writing position papers or policy papers</li> <li>• Writing about science to non-scientists</li> <li>• Speaking about science to non-scientists</li> <li>• Analyzing financial data or budgets</li> <li>• Working in a team</li> <li>• Networking with others</li> <li>• Planning or organizing events</li> </ul>	<ul style="list-style-type: none"> <li>• Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)</li> <li>• Negotiating agreements</li> <li>• Serving on committees</li> <li>• Work-related travel</li> <li>• Organizing things, creating systems in the workplace</li> <li>• Leading or supervising others</li> </ul>	<ul style="list-style-type: none"> <li>• Writing project reports or other business-related correspondence</li> <li>• Giving presentations about science</li> <li>• Developing collaborations</li> </ul>	<ul style="list-style-type: none"> <li>• Designing experiments</li> <li>• Performing experiments</li> <li>• Analyzing experimental results</li> <li>• Planning new scientific projects or developing new research directions</li> <li>• Writing grant proposals</li> <li>• Writing scientific manuscripts</li> <li>• Creating presentations</li> <li>• Representing data in figures/illustrations</li> <li>• Reading papers in your field</li> <li>• Learning about other fields</li> <li>• Thinking about science</li> <li>• Keeping up with current events in science</li> <li>• Discussing science with others</li> <li>• Attending conferences or scientific meetings</li> <li>• Learning how to use new equipment or techniques</li> <li>• Building new</li> </ul>

devices or developing/refining techniques

- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Performing research with animal subjects
- Performing research with human subjects
- Mentoring or teaching one-on-one

### Values Summary

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
<ul style="list-style-type: none"> <li>• Predictability: have job duties that are similar day-to-day</li> </ul>	<ul style="list-style-type: none"> <li>• Job Tranquility: work in a low pressure environment</li> <li>• Work/Life Balance: balance time spent at work and time spent doing other activities</li> </ul>	<ul style="list-style-type: none"> <li>• Congenial Atmosphere: work with friendly colleagues</li> <li>• Competition: engage in activities that test my abilities/achievements against others' abilities/achievements</li> <li>• Make Decisions: have authority to decide courses of action, policies, etc.</li> <li>• Supervision: be directly responsible for work done by others</li> <li>• Work Alone: work on projects by myself, with little contact with others</li> <li>• Variety: have job duties that change frequently</li> <li>• Job Security: be assured of keeping my job and salary</li> <li>• Benefits Available: have health, retirement, tuition reimbursements, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Help Others: be involved with directly helping individuals or small groups</li> <li>• Fast Pace: work in a busy atmosphere with frequent deadlines</li> <li>• Influence People: be in a position to change attitudes or opinions of other people</li> <li>• Creativity: originate and develop new ideas</li> <li>• Location: live in a place which</li> </ul>	<ul style="list-style-type: none"> <li>• Help Society: contribute to betterment of world</li> <li>• People Contact: have day-to-day contact with clients or colleagues</li> <li>• Teamwork: work in collaboration with others as part of a team</li> <li>• Friendships: Develop close personal relationships with people at work</li> <li>• Independence: work with little direction from others</li> <li>• Intellectual Challenge: perform work that is intellectually stimulating</li> <li>• Work on</li> </ul>

		<ul style="list-style-type: none"> <li>• Recognition: be recognized or appreciated for the quality of my work</li> <li>• Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life</li> <li>• Physically Challenging: have a job that requires high physical demands</li> <li>• Not Physically Challenging: have a job that does not require high physical demands</li> <li>• Flexible Schedule: have some choice over the hours or days that I work</li> <li>• Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues</li> <li>• Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc.</li> <li>• Exercise Competence: take advantage of my strongest talents and skills on a regular basis</li> </ul>	is conducive to my lifestyle	<p>Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas</p> <ul style="list-style-type: none"> <li>• Expert Status: be acknowledged as an expert in a given field</li> <li>• Aesthetics: appreciate the beauty of things and ideas that I work with</li> <li>• Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result</li> <li>• Professional Development: have a job with opportunities for growth or promotions</li> <li>• Learn New Things: be challenged to learn new skills or knowledge on a regular basis</li> <li>• High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job</li> </ul>
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## Career Exploration Summary

### Career Resources

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Events

Networking

Skills Development Goals

Mentoring Summary

<u>Mentor</u>	<u>Role</u>
Helen Scharfman	Scientific Mentor and PI