

GONZALES LAB

INDIVIDUAL DEVELOPMENT PLAN

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“I believe greatness is an evolutionary process that changes and evolves era to era.”

-Michael Jordan

INTRODUCTION

According to the NIH *“An Individual Development Plan (IDP) is a personalized, interactive, and dynamic action plan for use in establishing training and career goals and specific objectives. It can be used for the purposes of tracking progress, providing feedback, facilitating ongoing communication, and/or outlining a path to career success.”*

In our lab, I have established a standardized IDP that evaluates scientific and career progress, initiates conversations about stress management and work-life balance, and gives me a window on how to improve as a PI and mentor.

You will complete this questionnaire several times throughout your training in the lab. **The goal is to encourage a growth mindset.** At the end of your PhD or postdoc, I hope we can look back over these answers and see how you have evolved as a scientist and human.

Some of these questions are serious, some are silly. Do not feel the need to rush and finish them quickly. Spend a few days thinking about them. We will review your answers together in a one-on-one meeting, then repeat the questionnaire annually.

DANIEL'S QUESTIONS

These are questions that are quite silly or vague, but I just like them. They help me get to know you better.

Who are you? In a few sentences, describe yourself in the best way you see fit. This question is intentionally vague and open ended. Again – recall that the purpose here is to look back on this question and see major growth!

Your answer

Food. You are having new friends over for dinner and want to make an impressive meal. What meal do you make? My answer: I always go with grilled beef fajitas, grilled peppers and onions for toppings, a side of queso, and of course homemade tortillas. Ideally also with homemade Spanish rice and a side of beans. It's fantastic every time. A true treat. I love that it reflects my Tex-Mex cultural background.

Your answer

90's pop culture. Which one of these is a Spice Girl:

- Pepper Spice
- Ice Spice
- Chili Spice
- Baby Spice
- Dark Spice

Music. It is a Friday afternoon and the entire Gonzales Lab is hyped and living our best scientist lives. Name 1-2 songs you would add to a shared playlist to fit the vibe.

Your answer

Our lab. Describe the Gonzales Lab in one word.

Your answer

YOUR GOALS

These questions are for evaluating your short- and long-term goals and how they have shifted over time.

Goals for your PhD/postdoc. In a few sentences, describe broadly the goals you have set for your PhD. What skills and expertise do you hope to gain? What kind of papers do you hope to publish? What do you hope to gain professionally as you go through this journey?

Your answer

Goals for the next year of your PhD/postdoc. What goals have you set for the next year of your PhD? This can be publishing a paper, presenting at a conference, or even just getting your project off the ground.

Your answer

Goals post-PhD/postdoc. In a few sentences, describe your goals post-PhD. What type of positions do you dream of post-PhD? Industry? Postdoc? Teaching? PI? Influencer? If you do not know or are not even sure what the possible options are, then lay that out here as well.

Your answer

Practical research skill. Name one core research skill you would like to improve upon over the next year. "Core research skills" are things specific to our research. Some examples are microfabrication, specific surgical procedures, two-photon imaging, etc. (if you are a new lab member, I understand this may be hard to answer).

Your answer

Practical professional skill. Name one core professional skill you would like to improve upon over the next year. "Professional skills" are translatable across the job market. This could be a technical skill such as writing code, or a soft skill such as public speaking.

Your answer

Personal goals. Do you have any personal goals you would like me to know about? Maybe you have fitness goals, want to settle down with a partner, or have a hobby you are passionate about. (I know this is personal so do not feel the need to share if you do not feel comfortable).

Your answer

STRESS CHECK-IN

This section is for checking on how you are handling and managing stress. For those interested, this can be a segway into broader conversations about mental health

Current stressors. What is the biggest stress point in your life right now? This can be professional or personal. Maybe the PhD workload is more than you anticipated. Maybe you have no idea how to begin entering the job market. Or maybe it's something in your personal life like family issues or finances. Share whatever you feel comfortable sharing.

Your answer

Stress management. What regular activities, if any, are you incorporating in your day-to-day life to combat stress? This can be exercise, hikes, meditation, therapy, walks, a social group, reading books, or maybe nothing

Your answer

MENTORSHIP

Stress alleviation. Is there anything I can do or change to help you better manage the stressors in the previous questions?

Your answer

The next year. Over the next year, what are some specific things you need from me as a PI to help you achieve your goals? This answer can and should change over the course of your PhD.

Your answer

LAB FEEDBACK

General feedback. List any policies, procedures, or workflows that are not working well in the lab that you would like to see change. Maybe the lab is too much of a mess to efficiently work in. Maybe our ordering workflow is too complex. List anything here that you'd like to see change or incorporated into our normal lab workflow. Note: I will also try to remember to send this same question out as an anonymous form ~1 time/year.

Your answer