

## Individual Development Plan Self-Assessment

*Assessing your skills will help you identify your areas of strengths and areas of improvement, which will inform the goals you set in your Individual Development Plan to prepare for your career. The list below includes core competencies, but can be tailored to meet your own needs as you talk with your faculty and mentors.*

**Rate your confidence in your ability to demonstrate the following activities or skills.**

1	2	3	4	5
Very unconfident	Somewhat unconfident	Neither unconfident nor confident	Somewhat confident	Very confident

### 1. Scholarship

	1	2	3	4	5
Creating, inventing, or producing new and innovative concepts or products					
Evaluating and critiquing information using appropriate standards or evidence					
Pursuing answers to complex questions					
Demonstrating originality and inventiveness in problem solving					
Exercising reasoning to analyze issues and make decisions					
Using knowledge and data in decision-making					
Using inquiry/research methods appropriate for my discipline					
Discipline-specific knowledge:					
Discipline-specific skill:					

### 2. Communication

	1	2	3	4	5
Writing for a general audience					
Writing for a discipline-specific audience					
Writing for professional purposes (e.g., email, memos, applications)					
Oral presentation to a general audience					
Oral presentation to a discipline-specific audience					
Visual and multimedia communication and digital tools (including social media)					
Writing effective grant proposals					
Conflict resolution, including difficult conversations					
Understanding and applying principles of active learning to diverse audiences					
Facilitate learning in small and large groups					
Discipline-specific knowledge:					
Discipline-specific skill:					

### 3. Leadership and Management

	1	2	3	4	5
Building and managing groups/teams based on individuals' strengths					
Developing strategy and vision					
Managing projects effectively					
Managing financial resources (e.g., budgeting)					
Supervising and/or mentoring others					
Ability to give and receive constructive feedback					
Employing systems and technology for productivity					
Building collaborative relationships with relevant partners and stakeholders					
Discipline-specific knowledge:					
Discipline-specific skill:					

### 4. Personal Development

	1	2	3	4	5
Awareness of my own personal identities					
Learning about experiences of people with backgrounds, identities, or beliefs different from my own					
Working with people with backgrounds, identities, or beliefs different from my own					
Understanding and applying professional standards of ethics and research integrity					
Applying practices that contribute to resilience and physical, emotional, social, and financial well-being					
Organizing and managing my academic, work, and personal responsibilities					
Discipline-specific knowledge:					
Discipline-specific skill:					

### 5. Career Planning and Development

	1	2	3	4	5
Self-assessment and awareness of my strengths, values, interests, and skills					
Exploring careers that will utilize my education and experience					
Professionalism demonstrated by integrity, ethical behavior, and personal accountability					
Building and maintaining professional networks and relationships within field/profession					
Developing and preparing job search documents and skills (e.g., résumé/CV, cover letter, interviewing)					
Creating and managing professional brand/image online					
Discipline-specific knowledge:					
Discipline-specific skill:					