

Individual Development Plan

For TSRI Postdoctoral Associates and Postdoctoral Fellows

Postdoc Name: _____ ID #: _____ Hire Date: _____
 Supervisor: _____ Years of Training Completed at TSRI
 (select one) **1 2 3 4 5**
 Today's date: _____

Supervisor: Please assess the skills of the postdoc over the past year. Comment where appropriate.

Knowledge & Skills	Emerging	Developing	Proficient	Insightful	Comments or Areas for Improvement
Discipline-specific Knowledge					
Research & Technical Skills					
Communication Skills					
Collaboration Skills					
Leadership & Management Skills					
Research Ethics Knowledge & Insight					

Supervisor: Please assess the productivity of the postdoc over the past year. Comment where appropriate.

Productivity	Previous Goal & Accomplishments	Below Expectations	Met Expectations	Exceeded Expectations	Comments
Research Progress					
Publications					
Fellowships					
Conference Attendance					

Postdoc Comments:

The topics below are meant to foster discussion between postdocs and their Supervisors (PIs).

In consultation with your PI, outline your research and productivity goals for the upcoming year. Comment where appropriate.

Goal	Description	Expectations	Deadline
Research Aims			
Manuscript Submission			
Fellowship Applications			
Conference Attendance			
Collaborations			

Postdoc Professional Goals

What are your short- and long-term goals? Describe a time frame for achieving them. How have they changed in the last year?

What skills and expertise are required for achieve these goals (time management, oral presentations, project management, communication, etc.)? How will you improve or gain these skills?

When will you begin your job search?

Supervisor Support (to be completed by supervisor)
How will you support the postdoc's professional goals?

Supervisor Support (to be completed by supervisor)

What resources can you make available to the postdoc?

We have discussed the topics and evaluation described above.

Supervisor Signature

Date

Postdoc Signature

Date

