

## Mentorship Program Individual Development Plan

The Individual Development Plan (IDP) is a self-assessment conducted by the mentee to identify areas of professional development that may be used to delineate measurable short- and long-term professional goals. The IDP should be used to facilitate both short-term (micro-mentoring) and long-term (ongoing) mentoring relationships and be updated at least once per year.

(IDP provided by George Washington University - School of Medicine & Health Sciences  
<https://cfe.smhs.gwu.edu/mentoring-toolkit>)

**Name:**

**Date:**

**Current Academic Rank (i.e., undergrad/graduate year):**

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### Time Allocation

Current	Ideal/Preferred
___ % Class	___ % Class
___ % Studying	___ % Studying
___ % Research	___ % Research
___ % Work	___ % Work
___ % Extracurriculars	___ % Extracurriculars
___ % Other _____	___ % Other _____

### Career Aspirations and Passions

Write up to three sentences or phrases that articulate your career aspirations and passions.

1.   2.   3.
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### Strengths and Challenges

Think about the areas of strength that you know to be true about yourself: What have others appreciated about you? What areas are continually challenging for you? What have others communicated that you need to work on?

Strengths	Challenges
1.	1.
2.	2.
3.	3.

### Professional Goals

What are your professional goals: In the coming year? In the next 3-5 years?

In the coming year	In the next 3-5 years
1.	1.
2.	2.
3.	3.

### Implementation Plan

List at least three activities that you plan to implement towards achieving your goals

In the coming year	In the next 3-5 years
1.	1.
2.	2.
3.	3.

## Identifying Developmental Needs

Using the rating scale below, identify your developmental needs and degree to which you need assistance.

Developmental Need	I don't have a need for this	I'm doing OK with this but still need some help	This is an area where I really need some help
Clarifying academic and professional goals			
Developing better study strategies and techniques			
Finding internship and research opportunities			
Finding peers to form study groups with			
Selecting extracurricular opportunities			
Building a professional network			
Learning how to be a better mentee			
Responding to feedback			
Finding academic resources (e.g., tutoring services, academic advisors, faculty advisors)			
Finding school-life balance			
Handling setbacks			
Managing expectations			
Fostering professional development and improvement as an student			
Fostering professional development and improvement as a researcher			
Other: _____			

