

**Individual Development Plan (IDP)
Year 1 Form**

First name

Last name

Date

Instructions:

1. Complete the designated IDP Form (G1, G2, G3+) as indicated in the form.
2. Schedule a meeting with your IDP Advisor.
3. Share the IDP Form with your IDP advisor (and mentor as appropriate).
4. Meet with your IDP Advisor and discuss your goals, plans, and questions.
5. Create an action plan for moving forward
6. Submit the completed online meeting verification form to the BPH office with both signatures.

Questions

1. What are your plans for completing BPH core requirements in year 1?

2. What resources or support mechanisms do you need/want from BPH and GSAS to help you accomplish your year 1 academic goals/plans?

3. What qualities are you looking for in a potential thesis advisor/mentor?

4. What qualities are you looking for in a thesis laboratory (group size and content, research topics/expertise, etc.)?

5. What is the current state of your research knowledge and scientific skills?

6. Do you plan to or have you applied for fellowships this year? If so, which ones and what are the deadlines?

7. Do you have any concerns about the first year of graduate school and beyond? What would help alleviate these concerns?

8. Do you need any additional help or training from the program?

9. Have you completed any community service or outreach activities to promote diversity, inclusion, and belonging within or outside the Harvard community? If yes, please describe the relevant service and/or community engagement work you have performed.

Skills Assessment

Rate your current communication and research & science skill levels on a scale from 1 (weakest) to 5 (strongest). Our goal is to help you build your skills throughout the BPH program and through the IDP process.

Please rate your **CURRENT** skill level:

	Very Weak	Weak	Neutral	Strong	Very Strong
Broad-based knowledge of biology					
Quantitative/Statistical methods					
Critical Reading of Literature					
Experimental Design					
Ability to frame scientific questions					
Ability to solve technical problems					
Scientific writing for proposals or publications					
Oral presentation of scientific materials to lay and expert audiences					
Goal Setting					
Time management					
Resourcefulness: identifying advisors and collaborators, as needed					
Accepting constructive feedback from peers and mentors					
Giving constructive feedback to peers and mentors					
Understanding the perspective of others					
Ability to mentor others					

ACTION PLAN

What activities/resources have you identified that will help you achieve your academic objectives this year?

What skills do you want to develop during your G1 year? What is your plan for improving these skills?

Given the fellowship deadlines, when will you start putting the application(s) together? What resources do you need in order to complete the application(s)?

Notes/Additional thoughts

We acknowledge contributions from the following resources: American Association for the Advancement of Science (myidp.sciencecareers.org), National Institutes of Health, Harvard Biomedical and Biological Sciences Program, Stanford Biosciences Program, Scripps Research Program.

Additional IDP resources are listed on the *Program in Graduate Education at Harvard Medical School's Career & Professional Development Navigator* site: <https://careernavigator.gradeducation.hms.harvard.edu/individual-development-planning>