

Department of Medicine Individual Development Plan

Name _____

Date _____ Rank _____ Years in Rank _____

Department _____

Mentor(s) _____

Your Professional Goals

Outline your professional goals	Outline the deliverables and sub-goals steps that go along with each goal	When will I start and when do I expect to finish?
<p>What are your 1-3 research goals for the upcoming year, and which goals will receive your top priority?</p> <p><i>(Example: Publish a manuscript, Apply for a major grant)</i></p>		
<p>What are your top 1-3 teaching goals for the upcoming year, and which goals will receive your top priority?</p> <p><i>(Example: Use the constructive feedback from last year's teaching evaluations to redesign my course)</i></p>		
<p>What 1-3 service contributions do you wish to make to your department, school, profession or community?</p> <p><i>(Example: Enact a quality improvement program in my department)</i></p>		
<p>What institutional, personal and skill-related resources do you need to accomplish your research, teaching and service goals?</p>		
<p>What are your long-term career goals, and what are some of the factors motivating those goals? How are you planning now to accomplish your long-term goals?</p>		

Your Personal Goals Creating Work/Life Balance

Outline Your Personal Life Goals	
What are your personal goals for the upcoming year and what goals will receive top priority?	
What personal skills do you wish to develop, and what life changes do you wish to make? [e.g.: getting along with others, collaboration, empathy, communicating more clearly in conversation and writing, active listening, financial management, learning a new hobby, spending more time with the people you love, spiritual growth, improvement in physical and mental health, etc.]	
How do you plan to accomplish the personal skills and life changes that you identified above?	
How did you allocate your time during the past year in terms of research, teaching, service, administration and life responsibilities?	
How, if at all, will you change the way you spend your time during the coming year?	