## LARSON RESEARCH GROUP — POSTDOCTORAL AND STUDENT IDP

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| Your Name:       | Date:       |
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**PART I**

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| RESEARCH PROGRESS |

1. What are the scientific questions that guide your research?

1. Describe your research accomplishments during the past year, focusing on: hypotheses tested in controlled and replicated experiments; data obtained and analyzed for discovery-based projects; new techniques developed.

1. If there have been particular obstacles to achieving research goals in the last year, explain how you have addressed them.

1. What publications have resulted from your work in the last year?

1. What research presentations have you given at professional meetings or other universities in the last year?

1. List fellowships or grants you submitted, received or both in the last year.

1. What technical skills have you acquired or refined in the last year?

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| RESEARCH PLANS |

1. What are your research goals for the coming year (e.g., new hypotheses to be tested, experiments to complete for a publication, new directions to explore)?

1. Are there specific resources or techniques that you will need to acquire or improve in the coming year for your research to succeed?

1. What are the anticipated titles and target journals for papers you expect to submit in the coming year? If no papers are expected within 12 months, indicate your intended time to the next publication.

1. At what meetings or other venues will you present your research this coming year?

1. What is your current funding source and when does it expire?

1. What funding do you anticipate seeking in the next year to support salary, research expenses, or both? What are the relevant deadlines?

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| PROFESSIONAL DEVELOPMENT |

1. What are your long-term professional goals?

1. What month and year do you expect to complete your postdoctoral appointment or graduate studies, and what do you aim to have accomplished by then (papers, specific skills acquired, etc.)?

1. List any professional development activities completed in the past year (e.g., workshops, informational interviews, networking, job interviews).

1. What departmental seminars, research group meetings, or journal clubs have you attended regularly in the last year?

1. What are your plans to enhance skills, connections, marketability, or career options in the coming year?

1. Have you been involved in mentoring students or others in the past year and do you wish to engage in mentoring activities in the coming year?

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| SELF-EVALUATION |

1. How would you rate your productivity? Do you consider yourself to be on-target for completing your training and moving on to your next career stage?

1. What has been your most significant growth area in the past year?

1. Is there a particular area for growth on which you hope to focus in the coming year?

1. What personal qualities are most likely to facilitate or impede your achievement of research and professional goals? What is the single trait most likely to be an impediment and are there steps you can take to improve in this area?

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**PART II**

Rate yourself relative to others at your career stage with your career goals.

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| Research Skills |  |
| Broad-based scientific knowledge Familiarity with current and historical literature in field (s) Creativity / ability to develop new research directionsProblem solving / troubleshootingFormulation of hypotheses and predictionsExperimental designStatistical analysisCritical interpretation of results Molecular biology Microscopy and imaging Animal husbandrySoftware (e.g., CLC, ZEN, Adobe Photoshop, Adobe Illustrator, Prism, JMP/SPSS/R, Matlab, Filemaker) Bioinformatics (e.g., genomic, transcriptomic analysis, coding fluency)  |  NA needs work acceptable good excellent ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  |
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| COMMUNICATION |  |
| Oral presentations—formal Oral presentations—informal research in progress, logistics talks, etc. Communicating in conversationCommunicating in written correspondenceGrantsmanshipManuscript writingGrammar and sentence structureNarrative logic and flow Figure composition  |  NA needs work acceptable good excellent ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ |
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| Interpersonal skills, personnel management and leadership |  |
| Collaboration / working in a team Networking / meeting new colleagues Collegiality / helpfulness towards othersManagement of own projectSupervising / managing peopleLeading and motivating others |  NA needs work acceptable good excellent ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ |
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| Time Management and organization |  |
| Upholding commitments and deadlines Working efficiently Establishing priorities, sequencing of tasksMultitaskingWritten documentation of research effortOrganization and preservation of data |  NA needs work acceptable good excellent ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ |
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