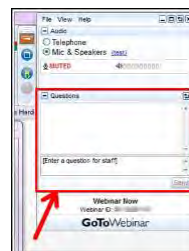


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Type them into questions box!

**“Why am I muted?”**

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[www.acs.org/covid-19](https://www.acs.org/covid-19)

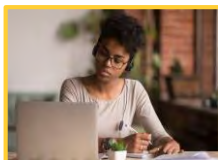
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Professional Education



Virtual Career Consultants



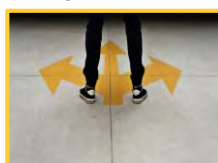
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ChemIDP



College to Career



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**ChemIDP** tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

ASSESS YOURSELF

STRENGTHEN YOUR SKILLS

SET GOALS

EXPLORE CAREERS

RESOURCES AND ACTIVITIES

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# Individual Development Plans

Co-produced with ACS Graduate & Postdoctoral Scholars Office

Understanding Yourself to Thrive Personally and Professionally



THIS ACS WEBINAR WILL BEGIN SHORTLY...

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## Individual Development Plans: Understanding Yourself to Thrive Personally and Professionally



**Steve Lee**  
Assistant Dean of Diversity and Inclusion, H&S  
Dean's Office, Stanford University



**Cynthia Fuhrmann**  
Assistant Dean of Career & Professional Development, Graduate  
School of Biomedical Sciences and Associate Professor, Biochemistry  
& Molecular Pharmacology, UMass Medical School



**Corrie Kuniyoshi**  
Senior Program Manager,  
American Chemical Society

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## Overview



### 1. Individual Development Plans for your future

- What are they?
- How are they used?
- How do they work?

### 2. Gaining self-awareness

- Why is self-awareness so important?
- Why is self-awareness so difficult?
- How can we gain self-awareness?

## Individual Development Plan (IDP) and Process



**IDP Process** is a set of activities or interventions (whether cognitive or behavioral) that one engages in to create an informed plan for one's holistic personal and professional development, toward achievement of long-term goals. The IDP process involves the core components of self-assessment, contextual exploration, decision making, and goal setting and facilitates identity formation.



**IDP** is documentation and/or articulation of one's engagement with the individual development process (IDP Process), including a strategy or action plan for accomplishing future goals. Its purpose is to assist one in holistic personal and professional development considering one's unique contexts.

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## Diagram of the IDP Process



Collaborative  
study on IDP  
efficacy

[I3IDP.org](http://I3IDP.org)



ACS  
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Impact, Indicators and Instruments for IDPs grant NSF-1806607 - C.Y. Kuniyoshi, J.C. Schlatterer, C. Fuhrmann

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## Engaging in the IDP Process






Impacts



of Individuals

### Examples of Outcomes:

-  Understand the importance of self-awareness in their career planning and personal and professional development.
-  Better understanding of the career paths that are available and the steps they need to take to prepare for their planned career.
-  Helps build and inform mentor-mentee relationships and conversations.

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## Individual Development Plan (IDP) Tools



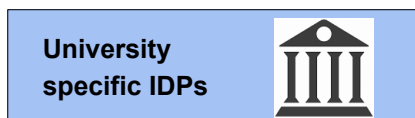
**Launch Date:** 2012  
**Launch Organizations:** AAAS, UCSF, FASEB partnerships  
**Target Audience:** STEM, particularly biomedical scientists



**Launch Date:** 2015  
**Launch Organization:** ACS  
**Target audience:** undergrads- postdocs in the chemical sciences



**Launch Date:** Launched in 2017  
**Launch Organization:** GCC  
**Target Audience:** Humanities & social scientists



E.g., Stony Brook University, Stanford University, University of Minnesota, University of Wisconsin, Oregon State University, Iowa State University,..etc.

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## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



### Which Individual Development Plans, if any, have you used?

(Select all that apply)

- ChemIDP
- myIDP
- ImaginePhD
- university-specific IDP
- none of the above



*\* If your answer differs greatly from the choices above tell us in the chat!*

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## Overview



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- Why is self-awareness so important?
- Why is self-awareness so difficult?
- How can we gain self-awareness?

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## Why is self-awareness so important?



Self-awareness is the starting point for any personal or professional development.

It's critical to gain metacognitive skills to understand how you communicate, make decisions, manage change, respond to stress and conflict, and work in teams.

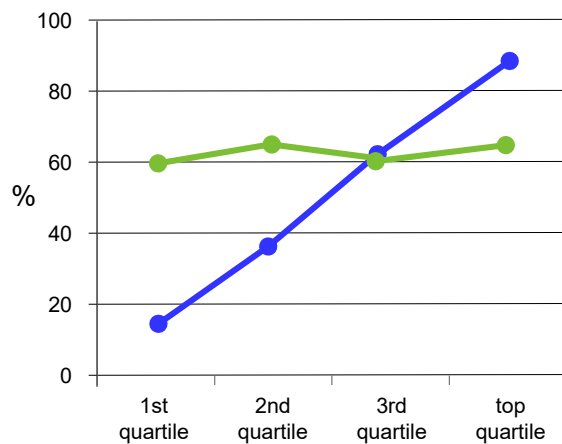


## Why is self-awareness so difficult?



Dunning & Kruger, "Unskilled and Unaware of it", 1999

—●— actual test score  
—●— perceived test score



"We are All Confident Idiots" Dunning, 2014

## Why is self-awareness so difficult?



As the humorist Josh Billings once put it:

“It ain’t what you don’t know that gets you into trouble. It’s what you know for sure that just ain’t so.”

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## How can we gain self-awareness?



### Some self-assessment tools

- Myers-Briggs
- StrengthsFinder
- Etc.

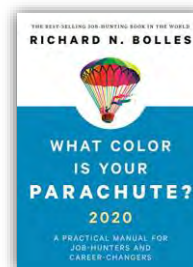


“Essentially, all models are wrong, but some are useful”

George E.P. Box,  
British mathematician

### Some self-assessment exercises

- IDP's: Individual Development Plans
- Seven Success Stories
  - from “What Color is Your Parachute?”
- Values affirmation exercise



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## Seven Success Stories



- Write down seven stories of you succeeding
  - when you believed you did something well, that were fulfilling and exciting, for which you were praised, etc
- Think broadly from any arena: professional, personal, hobbies, etc
- Talk to close friends to confirm your stories and fill gaps
- Look for patterns from the multiple stories
  - What circumstances keep popping up?
  - How did you define “success” in these stories?
  - How did you handle challenges and failures?



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## Seven Success Stories



### My (Steve's) common themes

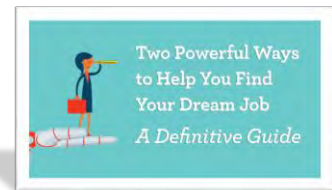
- working in a college or university
  - in an academic, learning environment
- helping others personally and serving students
  - I personally felt like I grew significantly in grad school, and seem to gravitate toward grad students
  - working to create equitable systems and pursue social justice
- using my administrative and communication skills
  - developing new strategies to solve tough problems
  - gathering people to contribute and collaborate

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## Seven Success Stories



- This exercise won't necessarily tell you which specific job to pursue
- This helps you to see your preferred circumstances and aspects (internal & external), your values and motivation (how you define success)
- Writing these stories helps give you wording for your cover letters and emails to prospective employers
- Verbally sharing these stories with friends helps you prepare for job interviews
- To learn more: <https://getfive.com/blog/assessment-tools-guide/>



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## Values affirmation exercise



- Events that threaten self-integrity arouse stress and self-protective defenses that can hamper performance and growth
- However, a self-affirmation intervention can curb these negative outcomes
- Self-affirmation interventions typically have people write about 2-3 core personal values, after being given a list of possible values
- “The Psychology of Change: Self-Affirmation and Social Psychological Intervention” Geoffrey Cohen and David Sherman, *Annu. Rev. Psychol.* 2014. 65: 333–371

<https://pdfs.semanticscholar.org/7fe3/234bd35d814caed6e3cf43a3f3ed76ecd6e2.pdf>

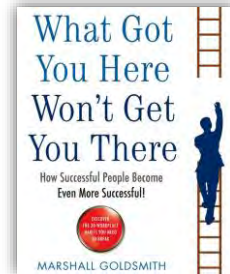
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## Why is self-awareness so important?



### It's vital in adapting to new situations

- “What Got You Here, Won't Get You There”
- by Marshall Goldsmith



### It's vital in managing up

- Gabarro and Kotter, *Harvard Business Review*, 1980
- 2 key steps in managing up
  - assessing yourself and your boss accurately
  - applying that assessment strategically

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## Resources & References



### IDP's

- ChemIDP
- myIDP
- ImaginePhD
- **Activity:** Seven Success Stories
  - <https://getfive.com/blog/assessment-tools-guide/>
- **Book:** What Color is Your Parachute? by R Bolles
- **StrengthsFinder self-assessment:**
  - Start with book: “Strengths Based Leadership”
- **Myers Briggs self-assessment**
  - <https://www.myersbriggs.org/>
  - Find certified consultant and do Step I and Step II
  - Book: “Please Understand Me II” by D Keirsey

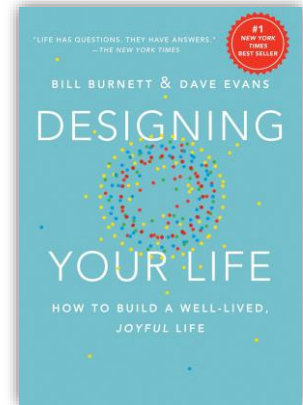
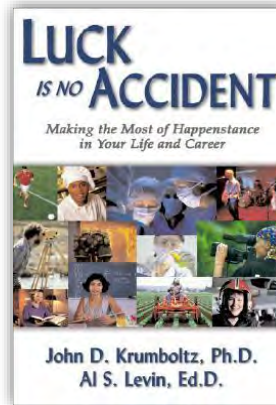
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## Resources & References



### Different approaches to career planning:

- Planned happenstance theory
- Design approach



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## What's your next step?



Reflect and **identify one step or goal** that you will pursue in the next week that will help you move forward.

**Share one step in the poll or chat box:**

- Use one of the IDP websites
- Try the Seven Success Stories exercise
- Try the values affirmation exercise
- Take the Myers-Briggs or StrengthsFinder self-assessment
- Look up and read one of the articles or books

\* Other (type in chat box)



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Thanks for your participation!



What questions do you have?

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Moderator: Jane Aldrich, University of Florida

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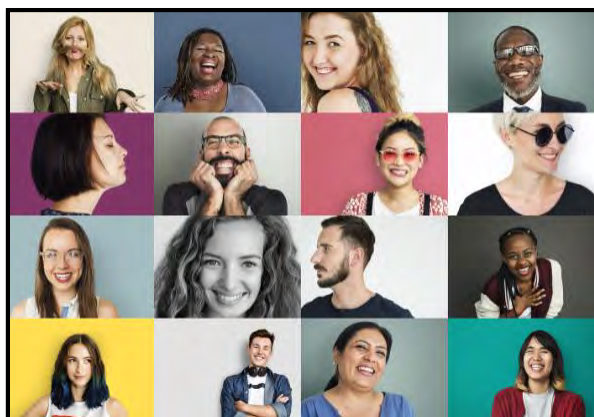
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## Individual Development Plans: Understanding Yourself to Thrive Personally and Professionally



**Steve Lee**  
Assistant Dean of Diversity and Inclusion, H&S  
Dean's Office, Stanford University



**Cynthia Fuhrmann**  
Assistant Dean of Career & Professional Development, Graduate  
School of Biomedical Sciences and Associate Professor, Biochemistry  
& Molecular Pharmacology, UMass Medical School



**Corrie Kuniyoshi**  
Senior Program Manager,  
American Chemical Society

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