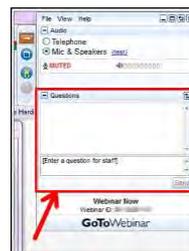


Have Questions?



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“Why am I muted?”

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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ACS Career Navigator: Your Home for Career Services



Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



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Virtual Career Consultants



ACS Leadership Development System



Career Navigator LIVE!



ChemIDP



College to Career



ACS Webinars



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Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals.

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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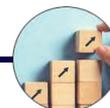
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Overview



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?

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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



ACS
Chemistry for Life®



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



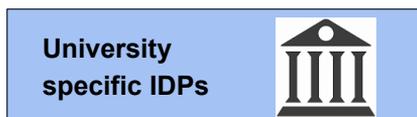
Launch Date: 2012
Launch Organizations: AAAS, UCSF, FASEB partnerships
Target Audience: STEM, particularly biomedical scientists



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)

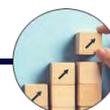
- ChemIDP
- myIDP
- ImaginePhD
- university-specific IDP
- none of the above



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

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Overview



1. Individual Development Plans for your future

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- Why is self-awareness so important?
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- 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.



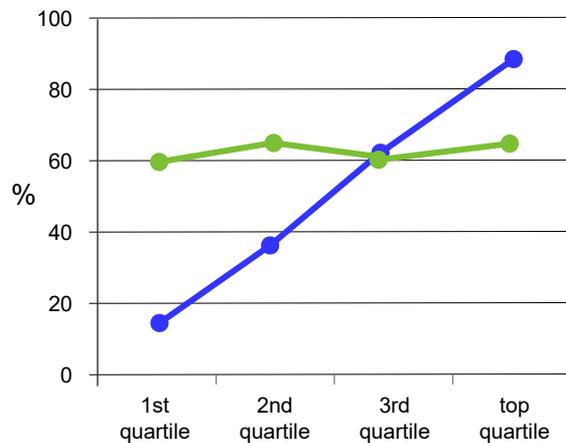
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Why is self-awareness so difficult?



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

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



"We are All Confident Idiots" Dunning, 2014

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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.

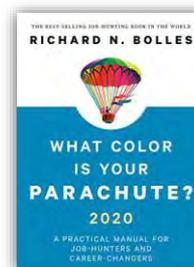


“Essentially, all models are wrong, but some are useful”

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>

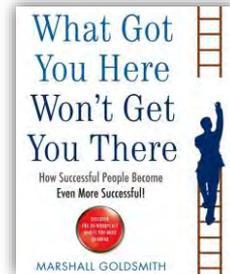
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Why is self-awareness so important?



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

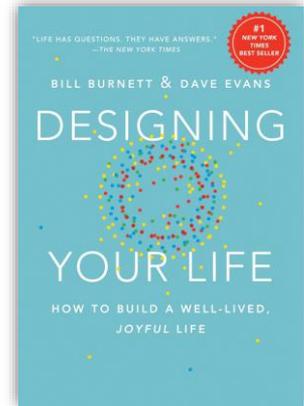
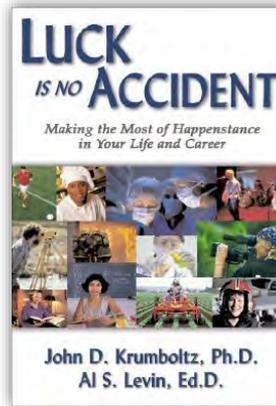
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Resources & References



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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Free Upcoming ACS Webinars!



The Opioid Crisis
The Quest for Superior Analgesics Without Addiction
Friday Rebroadcast

Friday, July 24, 2020 at 2-3pm ET
Speaker: Ajay Yeikirala, Blue Therapeutics
Moderator: Jane Aldrich, University of Florida

[Register for Free!](#)

What You Will Learn

- What are the stats, scientific issues, and policy ramifications driving the opioid crisis
- What are the body's pain pathways and where are the potential clinical targets
- What solutions are medicinal chemists working on

Co-produced with: ACS Division of Medicinal Chemistry

Green Cards
for Scientific Researchers
Trump's June 2020 Immigration Order Explained

Wednesday, July 29, 2020 at 2-3pm ET
Speaker: Brian Getson, Getson & Schatz, P.C.

[Register for Free!](#)

What You Will Learn

- How to time the filing of your green card application
- How to maximize your chances of approval in the EB-1/NIW categories
- Why you should not worry about Trump's June 2020 order

Co-produced with: ACS Career Navigator

Nature's Dirty Little SECRET
The Diversified Total Syntheses of Rhizosphere Natural Products as Targeted Antibacterial Agents

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Moderator: Cassandra Quave, Emory University School of Medicine

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STRENGTHEN YOUR SKILLS

SET GOALS

EXPLORE CAREERS

RESOURCES AND ACTIVITIES

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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



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Senior Program Manager,
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