Type them into questions box!

“Why am I muted?”
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

Contact ACS Webinars ® at acswininars@acs.org
Check out the Edited Recordings!

Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The edited recordings are divided into 6 different sections to help you more easily find what you are searching.

### Professional Development

Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what can not be taught in the lab.

### Technology & Innovation

From renewable fuels to creating the materials for the technology of tomorrow, chemistry plays a pivotal role in advancing our world. Meet the chemists that are building a better world and see how their science is making it happen.

### Drug Design and Delivery

The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview on different fields of study, and gain insights on how to possibly overcome your own med chem roadblocks.

### Culinary Chemistry

Why does food taste better when it is grilled or what molecular compounds make a great wine? Discover the delectable science of your favorite food and drink and don’t forget to come back for a second helping.

### Popular Chemistry

Feeling burdened by all that molecular weight? Listen to experts expound on the amazing side of current hot science topics. Discover the chemistry of rockets, how viruses have affected human history, or the molecular breakdown of a hangover.

### Business & Entrepreneurship

How do ideas make it from the lab to the real world? Discover the ins and outs of the chemical industry whether you are looking to start a business or desire a priceless industry-wide perspective.

https://www.acs.org/content/acs/en/acs-webinars/videos.html

---

Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

**Edited Recordings** are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

**Live Broadcasts** of ACS Webinars® continue to be available to the general public on most Wednesdays and Thursdays from 2-3pm ET!

A **collection of the best edited recordings** from past ACS Webinars will be broadcast on Fridays from 2-3pm ET!

www.acs.org/acswebinars
What is ACS on Campus?

ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:

- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

http://acsoncampus.acs.org

Advance
YOUR CAREER
ChemIDP™
ChemIDP.org

Discover
ACS PUBLICATIONS
Publishing Resources
publish.acs.org

Connect
WITH CHEMISTS AND OTHER SCIENCE PROFESSIONALS
CAS SciFinder Future Leaders
171 alumni, 35 countries and over 120 institutions
ACS Efforts and Resources on COVID-19

- **YOU MAY RECEIVE A ONE-YEAR WAIVER ON YOUR NATIONAL DUES** If your membership is up for renewal, but you’re experiencing a special hardship, such as unemployment, furlough, reduced wages or illness.

- **RECEIVE ACCESS TO LINKEDIN LEARNING THROUGH THE END OF THIS YEAR** This powerful resource includes over 15,000 on-demand courses to support your continued learning and career advancement for active ACS members.

- **INova EAP/Work-Life Assistance Program** 24/7 assistance on a wide range of issues, such as emotional, relationship, major life, health, wellness, educational and more for ACS members based in the United States. Confidential services are provided via telephone or comprehensive online resources.

Browse ACS Resources and Initiatives!

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

- Professional Education
- Virtual Career Consultants
- ACS Leadership Development System
- Career Navigator LIVE!
- ChemIDP
- College to Career
- ACS Webinars
- Virtual Classrooms

Visit www.ACS.org/COVID19-Network to learn more!

What is ChemIDP?

ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences.

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.

www.acs.org/chemidp
Free Upcoming ACS Webinars!

www.acs.org/acswebinars

Individual Development Plans
Co-produced with ACS Graduate & Postdoctoral Scholars Office

Understanding Yourself to Thrive Personally and Professionally

THIS ACS WEBINAR WILL BEGIN SHORTLY...
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.

**Diagram of the IDP Process**

Collaborative study on IDP efficacy

I3IDP.org

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

Individual Development Plan (IDP) Tools

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

**ChemIDP™**
- **Launch Date:** 2015
- **Launch Organization:** ACS
- **Target Audience:** undergrads - postdocs in the chemical sciences

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

**University specific IDPs**
- E.g., Stony Brook University, Stanford University, University of Minnesota, University of Wisconsin, Oregon State University, Iowa State University, etc.
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!*

---

**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?
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

“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."

How can we gain self-awareness?

Some self-assessment tools
- Myers-Briggs
- StrengthsFinder
- Etc.

Some self-assessment exercises
- IDP’s: Individual Development Plans
- Seven Success Stories
  - from "What Color is Your Parachute?"
- Values affirmation exercise

"Essentially, all models are wrong, but some are useful"
George E.P. Box, British mathematician
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?

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
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/

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
  https://pdfs.semanticscholar.org/7fe3/234bd15d814caed6e3c5d3a3f30e76ec6e2.pdf
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
- 2 key steps in managing up
  - assessing yourself and your boss accurately
  - applying that assessment strategically

Resources & References

IDP’s
- ChemIDP
- myIDP
- ImaginePhD

Activity: Seven Success Stories

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
Resources & References

Different approaches to career planning:

- Planned happenstance theory
- Design approach

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)
Thanks for your participation!

What questions do you have?

Free Upcoming ACS Webinars!

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

- What You Will Learn
- Co-produced with: ACS Division of Medicinal Chemistry

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

- What You Will Learn
- Co-produced with: ACS Career Navigator

**Nature’s Dirty Little SECRET**
*The Investigation of Syntheses of Biosphere Natural Products as Targeted Antibacterial Agents*

- What You Will Learn
- Co-produced with: ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications

Visit [www.acs.org/acswebinars](http://www.acs.org/acswebinars) for more information.
What is ChemIDP?

ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences.

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.

www.acs.org/chemidp

Individual Development Plans: Understanding Yourself to Thrive Personally and Professionally

Presentation slides are available now! Edited recordings are an exclusive ACS member benefit.

www.acs.org/acswebinars

This ACS Webinar is co-produced with the ACS Graduate & Postdoctoral Scholars Office.
Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

Edited Recordings are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

Live Broadcasts of ACS Webinars® continue to be available to the general public on most Wednesdays and Thursdays from 2-3pm ET!

A collection of the best edited recordings from past ACS Webinars will be broadcast on Fridays from 2-3pm ET!

www.acs.org/acswebinars

ACS Webinars® does not endorse any products or services. The views expressed in this presentation are those of the presenter and do not necessarily reflect the views or policies of the American Chemical Society.

Contact ACS Webinars ® at acswwebinars@acs.org
Free Upcoming ACS Webinars!

**Opioid Crisis**

**Friday Rebroadcast**

Friday, July 24, 2020 at 2-3pm ET
Speaker: Apy Yilmaz, Wise Therapeutics
Moderator: Jason Addicott, University of Florida

What You Will Learn
- What are the key 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

www.acs.org/acswebinars

**Green Cards for Scientific Researchers**

**Wednesday, July 29, 2020 at 2-3pm ET**
Speaker: Allen Goldin, Genentech & Schatz, P.C.

What you will learn
- How to fill the form of your green card application
- How to maximize your chances of approval in the EB-2 category
- Why you should not worry about Trump’s June 2020 order

Co-produced with: ACS Career Navigator

**Nature’s Dirty Little SECRET**

**Thursday, July 30, 2020 at 2-3pm ET**
Speaker: Jil Lipton, Emory University
Moderator: Cassandra Davis, Emory University/School of Medicine

What You Will Learn
- How to apply the concept of diverted total synthesis to antibiotic development
- Potential applications for narrow-spectrum antibiotics
- Natural product target identification using genomic methods

Co-produced with: ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications