

Individual Development Plans (IDP)

IDPs are a set of activities or interventions (whether cognitive or behavioral) 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.

<https://myidp.sciencecareers.org/>

myIDP is a very extensive IDP with results showing how your skills, interests and values match for different career paths. The reading materials following the assessments are catered to biomedical students, but the assessments are useful for everyone in STEM fields.

<https://chemidp.acs.org/>

ChemIDP is built by ACS for use in the chemical sciences! The questionnaires aren't as detailed as the myIDP, but the career resources are very useful to combine with any IDP results.

<http://mydocpro.org/fr>

Similar to an IDP, but you can view different profiles of PhD-holders with your same results!

Self-Awareness

Self-awareness is very important to help you develop not only personally but also professionally!

Different activities and resources to help gain self-awareness:

- viacharacter.org (Helps identify your greatest characteristics)
- StrengthsFinder book and test (Strengths test and complementary book which explores each strength in depth)
- 16 personality test or the Myers-Briggs test (in-depth personality test that can help explain why you are you!)
- Self-affirmation exercises (Helps you see yourself as the great, amazing person you are!)
- Seven Success Stories (Writing seven success stories down from any area of life helps see common themes that can help you understand your preferred circumstances. More information found at <https://getfive.com/blog/assessment-tools-guide/>)

Helpful Books

Luck is no Accident: Making the Most of Happenstance in Your Life and Career
by John D. Krumboltz and Al S. Levin

Designing Your Life: How to Build a Well-lived, Joyful Life
by Bill Burnett and Dave Evans

Nontraditional Careers for Chemists
by Lisa M. Balbes