

## Individual Development Plan

### **GOALS OF POSTDOCTORAL RESEARCH AND TRAINING Intramural Research Program, National Institutes of Health**

Mentoring provides the core of a successful postdoctoral experience. The importance of mentoring has been conveyed to the NIH community by the document: *A Guide to Training and Mentoring in the Intramural Research Program at NIH* <<http://www1.od.nih.gov/oir/sourcebook/ethic-conduct/Training-Mentoring-10-08.pdf>> which endorses the role of the supervisor as the trainee's primary mentor and emphasizes that communication is essential for the relationship between mentor and trainee. To foster this important aspect of postdoctoral training, the NIH Intramural Research Program recommends that the mentor and trainee hold an initial meeting to communicate the expectations for the postdoctoral fellowship, establish a research plan and discuss long-term research and career goals. During or after this meeting, consider completing this form and preparing a photocopy for both supervisor and trainee.

1. Outline below the fellow's long-term research plan, including potential problems and alternative approaches.
2. Please describe resources within and outside the laboratory (e.g. scientific contacts, laboratory equipment) that are intended to aid the fellow outside his/her area of expertise.
3. Setting goals and priorities is important to career success. In this regard, describe the specific expectations **for the first year** in the following areas:
  - Projected research accomplishments (e.g., establishment of model system)
  - Technical training (e.g., FAES courses, Biotrac courses)

- Presentations (e.g., journal club, lab seminar, annual retreat)
- Individual and/or group meetings with mentor (e.g., frequency)
- Suggested scientific meeting(s) to attend
- Career development (e.g., participation in OITE Career Advancement workshops)
- Potential publications (e.g., abstract, published paper and/or review)

4. General career goals (e.g., academia, industry)

5. Other expectations and goals (e.g., work schedule, vacations, holidays)

6. Identify who will function as a second mentor for the fellow.

**INITIAL DISCUSSION OF GOALS OF  
POSTDOCTORAL RESEARCH AND TRAINING**

*This signed page will be maintained in Lab/Branch files to confirm that this discussion took place.*

We have held our initial discussion about goals of postdoctoral training and research.

Name of Postdoctoral Fellow: \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_

\_\_\_\_\_  
Fellow Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date