UNIVERSITY OF NEBRASKA-LINCOLN COLLEGE OF ENGINEERING

Name: _____ Date: _____

Program: _____ Department: _____

Purpose of an Individual Development Plans (IDP)

Individual Development Plans (IDP) act as a personalized planning tool to identify professional development and career goals. The purpose of the IDP is to reflect and build upon your current strengths, identify areas for development, and turn those into specific actions toward achieving new skills and professional goals. Your goals and skills will change over the course of your graduate study and your IDP should be an evolving document that grows and changes with you. You should review and update your IDP annually.

This IDP outline contains sections for Career Development, Research Skill Development, Discipline-Specific Development, and sections for you to continue to build and develop in your Complete Engineer™ non-technical competencies, which include Professionalism and Ethics, Communication, Self-Management & Leadership, Teamwork, Inclusive Excellence, and Civic Responsibility. The Complete Engineer™ initiative is a conceptual framework designed for students to pair their technical skills with essential non-technical competencies to provide comprehensive and sustainable engineering solutions.

There are multiple pathways to graduate success. Engineering graduates are pursuing a wide range of careers in both academic and non-academic environments. You should consider broadening your skills to prepare for different career options and your future after earning an advanced degree.

Directions

1. Reflect on current strengths, values, and skills.
2. Identify your goals and specific skills you would like to develop and turn into SMART (specific, measurable, realistic, and timely) goals.
    a. Goals that are specific, measurable, achievable, relevant, and have a timeframe attached. Clearly define what you want to accomplish. How will you chart your progress? What resources will you need to achieve this goal? How will individual steps help you achieve your goal? When do you plan to achieve the objective by or when will you re-evaluate progress? Who will keep you accountable to this objective/Goal?
    b. Example Goal: Identify career options in my field.
    c. Example SMART Goal: identify three positions, labs, or companies I would be interested in applying to if I were graduating this semester. I will chart my search progress by using an excel document. I will need to meet with my advisor, do some informational interviews with program alumni, and visit career services in the office of graduate studies. I plan to achieve this goal by the end of fall semester. My advisor will keep me accountable through our weekly meetings.
3. Evaluate your progress toward your goals annually with your faculty advisor or mentor.

CAREER DEVELOPMENT

Career Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Career Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

RESEARCH SKILL DEVELOPMENT

Research Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Research Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

DISCIPLINE-SPECIFIC DEVELOPMENT

Research Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Research Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

PROFESSIONALISM AND ETHICS DEVELOPMENT

Professionalism and Ethics Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Professionalism and Ethics Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

COMMUNICATION SKILL DEVELOPMENT

Communication Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Communication Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

SELF-MANAGEMENT & LEADERSHIP SKILL DEVELOPMENT

Self-Management and Leadership Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Self-Management and Leadership Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

TEAMWORK SKILL DEVELOPMENT

Teamwork Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Teamwork Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

INCLUSIVE EXCELLENCE DEVELOPMENT

Inclusive Excellence Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Inclusive Excellence Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

CIVIC RESPONSIBILITY SKILL DEVELOPMENT

Civic Responsibility Goal #1: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

Civic Responsibility Goal #2: _____

Specific	Measurable	Achievable	Relevance	Time	Accountability

I have reviewed the goals outlined in my IDP with my faculty advisor or mentor.

Student Signature _____ Date: _____

Advisor/Mentor Signature _____ Date: _____