# Mentee Professional Development Self-Assessment Tool

**Individual Development Plan**

**Contact Information**

Name, Email Address, and Current Primary Mentor.

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| Last: |  |
| First: |  |
| Email:  |  |
| Current Primary Advisor: |  |

# STEP 1: Conduct a Self-Assessment

Rate your skills in these areas. Mark an **X** in the box that corresponds with the rating.

# Professional/Research Skill Development

 **1=Weak 5=Strong**

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|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Publishing your research |  |  |  |  |  |  |
|  | Applying for external funding |  |  |  |  |  |  |
|  | Evaluating existing research |  |  |  |  |  |  |
|  | Developing an interdisciplinary perspective on population  |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

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| 1. **Communication Skills**
 |  |  |  |  | **1 = Weak** | **5 = Strong** |
|  |  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  |  | Writing for a discipline- specific audience |  |  |  |  |  |  |
|  |  | Presenting to a discipline- specific audience |  |  |  |  |  |  |
|  |  | Giving constructive feedback |  |  |  |  |  |  |
|  |  | Receiving constructive feedback |  |  |  |  |  |  |
|  |  | Engaging in conflict resolution |  |  |  |  |  |  |
|  |  | Other: |  |  |  |  |  |  |

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| **3. Professionalism** | **1 = Weak** | **5 = Strong** |
|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Actively participating in the local research community |  |  |  |  |  |  |
|  | Participating in professional service |  |  |  |  |  |  |
|  | Appreciating the intellectual contributions of other disciplines |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

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| 1. **Leadership and Management Skills**
 |  | **1 = Weak** | **5 = Strong** |

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|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Managing time |  |  |  |  |  |  |
|  | Setting goals and monitoring results |  |  |  |  |  |  |
|  | Working with diverse teams and groups |  |  |  |  |  |  |
|  | Mentoring others |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

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| 1. **Responsible Conduct of Research**
 |  | **1 = Weak** | **5 = Strong** |
|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Identifying conflicts of interest |  |  |  |  |  |  |
|  | Understanding data ownership and sharing issues |  |  |  |  |  |  |
|  | Identifying and mitigating research misconduct |  |  |  |  |  |  |
|  | Demonstrating responsible conduct in research with human subjects (when applicable) |  |  |  |  |  |  |
|  | Demonstrating responsible publication practices and authorship |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

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| 1. **Teaching**
 |  |  |  | **1 = Weak** | **5 = Strong** |
|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Fostering an effective classroom environment |  |  |  |  |  |  |
|  | Developing syllabi |  |  |  |  |  |  |
|  | Mentoring |  |  |  |  |  |  |
|  | Giving effective lectures |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

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| 1. **Job Search Skills**
 |  |  |  | **1 = Weak** | **5 = Strong** |
|  |  |  |  | **1** | **2** | **3** | **4** | **5** | **N/A** |
|  | Building/maintaining a CV |  |  |  |  |  |  |
|  | Presenting self professionally |  |  |  |  |  |  |
|  | Interviewing |  |  |  |  |  |  |
|  | Networking and developing contacts |  |  |  |  |  |  |
|  | Maintaining a professional web presence |  |  |  |  |  |  |
|  | Other: |  |  |  |  |  |  |

# Participation in professional activities

List relevant conferences and indicate the years you have attended, presented, and/or served as a discussant.

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| **Event Name** |  | **Attended** |  | **Presented** |  | **Discussed** |
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For what journals, if any, have you served as a referee?

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To what journals, if any, have you submitted manuscripts?

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For what fellowships/grants, if any, have you applied? For example:

NSF predoctoral award

NSF dissertation improvement grant AERA dissertation grant

Spencer dissertation grant IRP dissertation grant SSRC fellowship

Ford Foundation fellowship

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Source: Center for Demography and Ecology, University of Wisconsin-Madison