# Mentee Professional Development Self-Assessment Tool

**Individual Development Plan**

**Contact Information**

Name, Email Address, and Current Primary Mentor.

|  |  |
| --- | --- |
| 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**

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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: | | | | |  | |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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: | | | |  | |  |  |  |  |  |

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

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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: | | | |  | |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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: | | | |  | |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Event Name** |  | **Attended** |  | **Presented** |  | **Discussed** |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

For what journals, if any, have you served as a referee?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |

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

|  |
| --- |
|  |
|  |
|  |
|  |
|  |

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

|  |
| --- |
|  |
|  |
|  |
|  |
|  |

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