

## LEVERAGING YOUR STRENGTHS TO STRATEGIZE FOR SUCCESS

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## Online Individual Development Plans









<http://myidp.sciencecareers.org/>  
<https://www.imaginephd.com/>  
[http://www.cihr-irsc.gc.ca/e/documents/training\\_idp\\_form-en.pdf](http://www.cihr-irsc.gc.ca/e/documents/training_idp_form-en.pdf)  
<http://www.ucalgary.ca/mygradskills/my-careerskills-toolkit>  
[https://career.ucla.edu/Portals/14/Documents/PDF/Graduate\\_Services\\_Toolkit/Career\\_Preparation\\_Toolkit.pdf](https://career.ucla.edu/Portals/14/Documents/PDF/Graduate_Services_Toolkit/Career_Preparation_Toolkit.pdf)



## INDIVIDUAL DEVELOPMENT PLANS (IDP)

- Self-Assessment
- Create Plan to Develop/Add Skills or Competencies
  - Goal setting
    - **S**pecific, **M**easurable, **A**ction-oriented, **R**ealistic, **T**ime-bound
  - Training, practice, feedback
- Consult with Mentor
- Implement Plan
- Revise annually or as needed

Source: myIDP.sciencecareers.org and U. Wisconsin <http://grad.wisc.edu/pd/idp>

3

## Graduate Success Plan



**GETTING STARTED**  
Orientation  
Program planning  
Aiming for success

**FIRST YEAR**  
Coursework  
Start research project  
Ethical review  
Explore career options

**MID-PROGRAM**  
Review progress  
Present research  
Cultivate collaborators  
Strengthen connections & experiences

**NEAR COMPLETION**  
The finish line  
Overcome barriers  
Plan next steps

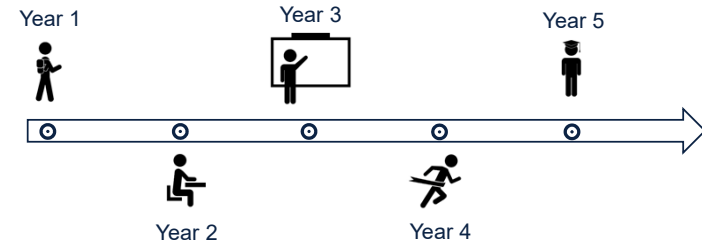
**GRADUATION**  
Keep connected  
Alumni events

**Be proactive – take responsibility  
for your own grad school  
experience**



5

## Your Graduate Success Plan



## Your Grad Success Plan

### The **“MUSTs”**:

- Program requirements
  - Courses
  - Committee Meetings
  - Comprehensives
  - Research plan, writing
  - Thesis/dissertation
  - Other? GRADUATION 😊



7

## Your Grad Success Plan

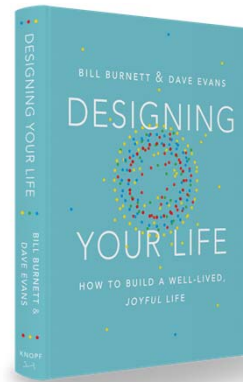
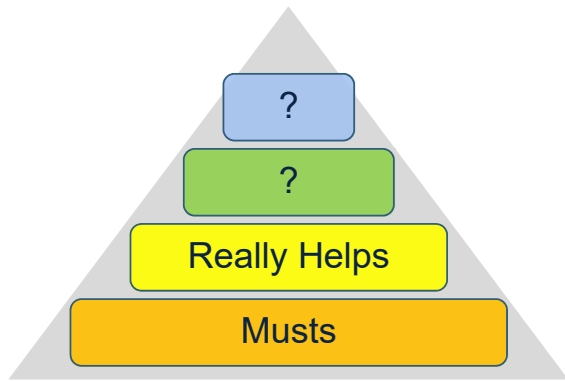
### The **“REALLY HELPS”**:

- Funding
- TA/RA
- Conferences
- Presentations
- Peer-reviewed publications
- Other?



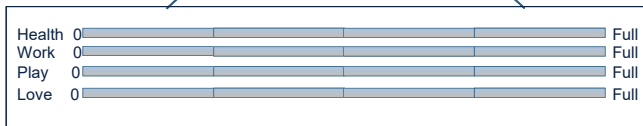
8

## Your Grad Success Plan



<https://designingyour.life/the-book/>

### DASHBOARD



Activity from <https://designingyour.life/the-book/>

Imagine the essential qualities of a "perfect life" in 5 years



- Country/city? Close to family?*
- Your own family?*
- Job? Salary? Prestige? Responsibility?*
- Big company? Small? For yourself?*
- Ethical consideration? Values alignment?*
- Hobbies/goals?*

## Your Graduate Success Plan

### The “NEEDs/WANTs”

- Internships, Co-op, Work Learn
  - Professional Dev't Courses
  - Career Planning, Advice
  - Work Permit/ Permanent Residency?
  - Other?
- (Design your Life: “TRY STUFF”)



13

## Your Graduate Success Plan

### The “NICE to HAVEs”

- Networking opportunities
- Professional Society Membership
- Volunteering
- Other?



14

## Self-Reflection

- Is this really you?
- Do your self assessment and plan align?
- What are you good at? Enjoy?
- Is immigration a consideration?
- How will you explore opportunities in your area of interest?
- Roadblocks? Challenges?



15

## Now what?

- Get Feedback
  - Peers, cttee, career advisor
- Review in 6-month, 1 year
- Break it into smaller goals
- Set weekly/monthly schedules
- What is your strategy?
- Don't forget the bread and butter



16