

MUSC Individual Development Planning Questionnaire

(a modification of the FASEB IDP template)

An effective Individual Development Plan helps individuals identify both the tools to achieve long-term career goals as well as means for improving short-term performance.

1. Career Objectives:

“Plan A” -

“Plan B” -

2. Assess your skills:

- a. What are my strengths?
- b. What are my weaknesses?
- c. How am I utilizing my strengths in my current position?
- d. How do my weaknesses impact my productivity?
- e. What am I doing to strengthen my areas of weakness?

3. Outline your long-term career objectives:

- a. What type of work would I like to be doing 5 years from now?
- b. What is important to me in a career?
- c. How do non-work issues (e.g. family, lifestyle, etc) relate to my career aspirations?

4. Establish a plan to achieve your career objective:

- a. Are my strengths consistent with my career ambitions?
- b. What specific skills do I need for my career objective?
- c. What opportunities are there for me to acquire those skills that I lack?
- d. How long will it take me to acquire those skills?
- e. Where can I seek mentoring related to my intended career?