

Individual Development Plans

What is an Individual Development Plan (IDP) and why do I need one?

- Success does not just happen; it is achieved.
- An IDP activates your career goal by taking the first step on the path to success—planning for it!
- To identify and establish your career goals and to put strategies in place to achieve them.

Who can benefit from an IDP?

Graduate Students, Postdoctoral Fellows and Mentors

What are they designed to achieve?

To identify and structure:

- **Short-term** needs and strategies to improve your current performance;
- **Long-term** career options necessary to realize your clearly articulated goals set by you for you.

Resources

To learn more, visit CIHR's webpage on [Individual Career Development Plans](#), which provides access to IDP resources including CIHR's IDP Form.

Developing tomorrow's leaders



IDPs WORK!

Benefits of IDPs for Mentors

- **Higher productivity and publication rate**
Davis (2009) and Drucker (1999) found that trainees with a written plan submit papers to peer-reviewed journals at a 23 percent higher rate.
- **More first-authored papers**
Trainees with a written plan submit first-authored papers at a 30 percent higher rate. (Davis, 2009)
- **Stronger CIHR applications**
The use of IDPs will assist in meeting adjudication criteria regarding mentorship and training in funding opportunities at CIHR. Check out [best practices in mentorship and training](#).
- **Efficient use of resources**
An agreed upon IDP at the outset contributes to better time management, efficient resource use and more focused effort. (Davis, 2005)
- **Better relationships and fewer conflicts**
Trainees who report the highest levels of oversight and professional development report fewer conflicts with their advisors and give their advisors higher ratings. (Davis, 2005)