

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!

SUCCESS RATE FOR CAREERS



Leads to better career outcomes for trainees

through active career management

Leads to higher career satisfaction

through integration of your personal values and passions into career plans.

SUCCESS RATE FOR PUBLICATIONS

Post-docs with a written career plan submit:

23% more papers to peer-reviewed journals¹

30% more first-authored papers²

¹ Davis, 2009; Scaffidi, 2011; Kahneman et al, 1999; MRC UK Reports, 2015

² Davis, Geoff (2009) National Bureau of Economic Research