Self-Reflection Guide: Individual Career Development Plan (IDP)

**Purpose:** Use this tool to reflect on and communicate your personal career development goals.

**Directions:** Answer the questions in this template about your current and future career goals. Reflect on your responses, and be prepared to share them with your supervisor.

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| **Section 1: Questions About Your Current Role** |
| **What is your favorite part of your current role?** |
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| **What would you describe as your biggest strength?** |
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| **What is the least favorite part of your current role? Are there other roles or positions that minimize or do not require these least-favored activities?** |
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| **Section 2: Questions About Your Future Role** |
| **What do you envision as your next career step?** |
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| **Where do you envision yourself 10 years from now?** |
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| **What types of roles and responsibilities would you need to take on now to achieve your goals?** |
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| **Section 3: Identifying Mentors and Role Models** |
| **Are there people you or your supervisor could identify who have followed the career trajectory that you would like to follow? Identify ways to engage these people to help you achieve your career goals.** |
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