

**Participant Workbook for
Individual Development Plans: Understanding yourself to thrive personally and professionally**
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Steve Lee

Case Study (adapted from “What do you care about?” by Lindstaedt, et al. *Science*, 12/7/2012)

Mira and her husband John were feeling squeezed by their financial situation. Both are almost done with their PhD programs, and want to start a family soon, but they are worried that they would not have enough income to live comfortably with children in the Bay area (where their extended families reside).

Recently, a sales rep visiting Mira’s lab told her about a newly available Field Applications and Sales Scientist position at his company (a major microscope vendor). In their discussion, he happened to mention that she could more than double her current income in that role, so she was naturally intrigued. Mira applied for the job, got an interview, and was offered the position. With encouragement from her husband, she was about to accept the offer. But she began to have second thoughts. She wondered:

- “Sure the money is going to be nice but how will I balance childcare with the extensive travel that the job requires?”
- “I initially chose scientific research to make an impact on my field, work on cutting edge questions, and make a real difference in peoples’ lives. Will I be able to do those things in this new position?”
- “This Field Apps/Sales position has a base-salary-plus-commission salary structure. They all seemed really happy with their jobs, but they sure talked a lot about the extra hours they spent working to meet their sales goals.”
- “If I were to work in this position temporarily to get some experience and earn some money, will I be able to transition into my ideal job later? How would this temporary job look on my resume?”

Discussion questions:

1. What would you do in this situation? Would you accept this job?
2. Think back to a past situation where you had to make a tough decision. How did you make that decision? What was your decision-making process? Are you satisfied with your process and results?

- *Please introduce yourselves to each other.*
- *Please identify a recorder for your breakout group.*
- *Please record to summarize your group’s discussion in the table below, using the row for your breakout group number. Feel free to type and use more space as needed.*
- *Time: ~ 10 minutes in your breakout group.*

Group

Responses from each group

1	<ol style="list-style-type: none"> 1. We have more questions that would help us make our decision. We're leaning towards taking it since you can still change your job if unhappy with it. We are worried most about the red flag of sales pressure. 2. When deciding where to go to graduate school, we considered the cost of living where we were going. Choosing a research group- group atmosphere
2	<ol style="list-style-type: none"> 1. 2.
3	<ol style="list-style-type: none"> 1. Dependent on: other offers? How long? Would take it considering she has no other offers. Job will help with financial stability (important). You can still apply to other jobs while working. Lifestyle/travel habits can be adaptable. If making more money, can hire help for family/house care. 2. In picking between groups, had to think about people, skills and relationships. Satisfied, come to terms with not knowing "what if". "What if" can be a hypothetical tool for decision making. Thinking also about the current situation as opposed to just future planning.
4	<ol style="list-style-type: none"> 1. We all agreed that this job does not align with her core values or career goals. Sales is a tough job path and the potential position would take a toll on her, and her priorities Overall, is the money worth it?.. 2. Making a list of things that matter and then assessing if the decision checks those boxes/ Making a pros and cons list to help assist making decisions. It also helps to think about where you are and where you want to be. (choosing a group) Making decisions based on daily life vs making decisions based on how it will benefit one's career
5	<ol style="list-style-type: none"> 1. Some of us agreed to take the job if this is a rare opportunity, but we will consider more to make the decision. 2. Trying to make a pro and con list - often there's weighing one or two options and seeing which feels best in the moment. It's hard to evaluate where things will go. Also need to evaluate decisions differently when you are an international student
6	<ol style="list-style-type: none"> 1. Where is the job? Does the company offer jobs to the partner? Are you getting other job offers? 2. Sometimes making pro and con list, or just going with your gut feeling. Can always learn from and grow from whatever experience you have. Accept that your decision was the right decision.
7	<ol style="list-style-type: none"> 1. Unless this is really our only option, Group 7 will not accept the job. As a two-body problem, we needed a little more context.

	<p>2. Group 7 makes decisions by weighing the pros and cons of each option--though we often begin such a process with a favorite already in mind. We assign extra weight to those options which we think will make us most happy or which offer the least resistance.</p>

Seven Success Stories

- Write down seven stories of you succeeding
 - when you believed you did something well
 - that were fulfilling and exciting
 - for which you were praised, etc
- Think broadly from any arena: professional, personal, hobbies, etc
- Talk to close friends to confirm stories and fill gaps
- Look for patterns from the multiple stories
 - What circumstances keep popping up?
 - How did you define “success” in these stories?
 - How did you handle challenges and failures?

- This helps identify your preferred circumstances (internal & external), your values and motivation (how you define success)
- Writing these stories helps give wording for cover letters and emails to prospective employers
- Verbally sharing these stories with friends helps you prepare for job interviews
- This exercise won’t necessarily tell you which specific job to pursue
- To learn more: [GetFive website](#)

- Breakout in pairs
 - 2 minutes to think and jot down some ideas
 - Share a single success story (2 min each)
 - ~8 min total in breakout rooms

What's your next step?

- Reflect and identify one step or goal that you will pursue in the next week that will help you move forward.
- Please share your next step below.

Outline my thesis proposal document/experimental plans
Complete the ChemIDP assessment! x2
Finish first manuscript draft
Solve the insoluble problem from research
Outline and write my first proposal
Plan out two career roadmaps for the options I am leaning towards and see which ones align most with my values, and ideas of success.
Make and fill out myIDP and/or ChemIDP assessment.
Compare and fill out myIDP or chemIDP
Create my own IDP-- what are goals that I want to complete in the next few months
Explore myIDP/chemIDP websites, and make my own
Discuss career goals with my colleagues to learn more about each other/find overlaps

Suggested “Take Home” Exercises

- Exercise: [Identifying your needs and growing your network](#)
- Join National Research Mentoring Network - [NRMN](#)
 - You can serve as a mentor and/or mentee in a guided mentoring relationship
- Conduct an informational interview
 - See Science [article](#) from myIDP creators to learn how

Resources and References

From initial case study:

- [What Do You Care About?](#) by B Lindstaedt, P Clifford, C Fuhrmann, J Hobin. *Science*, 12/7/2012
 - Their [entire series](#) in *Science* on IDP's will likely be helpful. If needed, click on one of the author's names in this *Science* article to find the others in the series.
 - Their article on informational interviews ([Getting the Inside Scoop on Science Careers](#)) is also particularly helpful.

For Self-Assessment:

- [The Seven Success Stories and Your Forty-Year Vision](#) Exercises from GetFive website
 - The seven stories help you to reflect on past patterns of success, and to see if you can replicate those patterns or circumstances.
 - The 40-year vision helps you to dream of your ideal future, and develop specific goals for you to achieve your dreams
- Myers-Briggs Type Indicators (MBTI)
 - The MBTI instrument assesses your preferences within four areas: how you relate to people, gather information, make decisions, and interact with the outside world.
 - A simple [introduction](#) to MBTI is available from the MB Foundation.
 - A free, unofficial version of the MB self-assessment is at the [Human Metrics site](#), but I would be wary of their explanations.
 - A short [summary](#) on the MB types from Jennifer Sedlock.
- [StrengthsFinder](#)
 - The Clifton StrengthsFinder 2.0 assessment identifies your strengths from among 34 themes and within four domains. I recommend getting the “Strengths Based Leadership” book (and not the StrengthsFinder 2.0 book) to learn about the background and an access code to take the online assessment.

Books on career planning

- [Bolles, Richard “What Color is Your Parachute? A Practical Manual for Job-Hunters & Career-Changers”](#)
 - Many consider this to be the “bible” of career planning. A new edition is published every year. Getting a used, slightly older copy will probably be still suitable.
- Ibarra, Herminia [“Working Identity: Unconventional Strategies for Reinventing Your Career”](#)
 - A valuable book for those contemplating a significant career transition

- Krumboltz, John and Levin, Al “[Luck is No Accident: Making the Most of Happenstance in Your Life and Career](#)”; 2nd edition, 2010
 - This is the first career planning book that actively encourages readers to create their own unplanned events, to anticipate changing their plans frequently, to take advantage of chance events, and to make the most of what life offers. Krumboltz was faculty at Stanford and was one of the most honored and highly respected psychologists in the career development field.
- Bill Burnett and Dave Evans “[Designing Your Life](#)”
 - This book arose from a course, which has become the most popular course for undergrads at Stanford. The course has also been adapted for grad students and postdocs. The book and course is based on a design approach to career planning.

Other resources and references

- UC Doctoral Alumni Survey [website](#)
- Vanderbilt’s [Beyond the Lab series](#) - short informational interview videos
- Keith Yamamoto (UCSF) talks about careers in the biomedical sciences for grad students and postdocs for [iBiology](#). Other videos from iBiology will likely be helpful
- “[What Do I Want to Be with My PhD? The Roles of Personal Values and Structural Dynamics in Shaping the Career Interests of Recent Biomedical Science PhD Graduates](#)”
 - Kenneth Gibbs and Kimberly Griffin, CBE - Life Sciences Education, 2013.
 - Gibbs and Griffin have been studying the career interests of biomedical PhD students and postdocs.
- additional resources on [mentorship](#)

from Josh Speros

- “[Entrepreneurship in Polymer Chemistry](#)”
 - Katrina M. Knauer*, Joshua C. Speros*, Lisa K. Kemp, Daniel A. Savin, Zhenan Bao, Geoffrey W. Coates, Thomas H. Epps III, Craig J. Hawker, Jennifer J. Le Roy, Molly Morse, and Oliver Yu. *ACS Macro Lett.* 2021, 10, 7, 864–872

from Predrag Cvetkovic

- River of Life: The River of Life exercise is a nice way to self-reflect and summarize one’s successes & challenges. In essence the student would draw their individual RoL with key milestones. On one side they’ll put affirming stories/successes and on the other side challenges. There’s an example in this [YouTube video](#).
- Purpose/Value: Here’s the link to the entertaining [YouTube video](#) with the comedian Michael Jr. giving a very vivid example on how knowing your values & purpose can help you be more impactful. I can also recommend Simon Sinek talking about “[Knowing your Why](#)”