

KL2 Individual Development Planning (IDP) Questionnaire

The TRI KL2 Program seeks to provide an individually-tailored training experience targeting trainee development towards personal career goals. The IDP represents a working document that defines the career goals and guides the career development plan by enhancing trainee strengths and minimizing barriers to goal attainment. The IDP also monitors progress towards career development milestones.

1. Briefly Define your Career Goals

- Plan “A”:
- Plan “B”:

2. In more detail outline your career goals

- What type of work would I like to be doing 5 years from now (e.g., research, education, policy, regulation)?
- What type of work environment would I be working in at that time (e.g., academic, industry, government, other)?

How do personal issues (e.g., family, lifestyle, illness, financial, etc.) affect my career goals and their attainment?

3. Assess your current skills related to your career goals

- What are my goal-congruent personal and professional strengths?
- What am I doing currently to enhance my strengths?
- Am I using my strengths in my current training environment?
- What are my goal-congruent personal and professional weaknesses/deficiencies?
- How do my weaknesses/deficiencies impact the attainment of my career goals?
- What am I doing to strengthen my areas of weakness/deficiency?
- What can the TRI Career Development Scholars Program do for you to aid the attainment of your career goals?

4. Outline a career development plan

- What specific new skills do I need to attain my career goals?
- What work environment experiences would be useful to inform my career choices and enable my post-training placement?
- What are the perceived barriers (e.g., writing, speaking, publications, training, mentoring) to attaining my career goals?