Individual Leadership Development Plan (IDP)

Prepare an Individual Development Plan (IDP) for identifying your personal and professional goals over the next academic semester or year.

Your goals should be *specific, measurable,* and *realistic.* They should focus on *skills* and *knowledge* you believe will complement your current strengths and be valuable in meeting your career goals as an academic leader.

For each of your goals, please develop and record the following:

1. What, specifically, is your goal?

2. How will you know that you have succeeded in achieving the goal? (e.g., What will be happening that is not happening now? What will *not* be happening?)

3. What are interim steps you believe you’ll need to take to achieve the goal? Set specific time-based milestones for recording progress for each step. Pro tip: book it in your calendar now.

Record your plan and set calendar dates for assessing progress on each element. *If you send us your goals now, we will return them to you at the end of the period you identify.*