



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.

