



IMPAACT Early Career Investigator Individual Development Plan Template

An Individual Development Plan (IDP) is an important tool for establishing goals and priorities during your IMPAACT ECI project and for the future, holding yourself accountable, and enhancing the likelihood of future success. An IDP can also be a useful tool in focusing the support needed from your mentor as well as tracking progress toward set goals.

Ideally, Sections I and II of this IDP should be completed prior to an initial meeting with your mentor. Section III may be completed with your mentor.

I. Current Professional Responsibilities

List your major professional responsibilities and if you anticipate changes in the coming year.

II. Future Professional Responsibilities

Short Term Goals via ECI Program

List your professional goals for the coming year based on what you hope to achieve through the ECI program. Be as specific as possible and indicate how you will assess if the goal was accomplished (expected outcome).

1. Goal:
Expected Outcome:

2. Goal:
Expected Outcome:

3. Goal:
Expected Outcome:

Adapted from Monica Gandhi's ACTG Mentoring Talk (31 January 2025) and IUPUI Mentoring Academy "Creating an Individual Development Plan (IDP)".

Long Term Goals

List your professional goals for the next 3-5 years. Again, be as specific as possible, and indicate how you will assess if the goal was accomplished.

1. Goal:

Expected Outcome:

2. Goal:

Expected Outcome:

3. Goal:

Expected Outcome:

III. Ideas for Professional Development

What new skills and abilities are needed to reach each of these short term and long term goals?

What professional development activities can the Investigator engage in to gain these skills and abilities?

How should professional development needs and activities be prioritized?

What support, if any, do you need from your mentor to be able to access professional development opportunities?