

## Professional Development Plan (PDP)

We encourage all University of Calgary postdoctoral scholars to complete a professional development plan (PDP) early in their postdoctoral appointment. Completing a PDP will help you identify what skills you need in order to succeed in your chosen career, and help you create a plan for developing those skills.

We recommend that you involve your supervisor in the PDP process. They can provide feedback on your self-assessment, and offer recommendations for how to develop the skills you need for your desired career. Involving your supervisor will strengthen your working relationship with them, and ensure that professional development is an essential part of your postdoctoral appointment.

The PDP is divided into two parts: first, you will identify your chosen career and conduct a self-assessment of your research program and your skill level in the six core competencies. Second, you will develop a plan for how you will develop your skills in order to prepare for your desired career.

We recommend that you complete this plan early in your postdoctoral appointment, and track your progress throughout the year. Once a year has passed, we recommend completing it again from the beginning to assess your progress and plan your next year of professional development.

### Part 1: Self-Assessment

Part 1 of the Professional Development Plan is to be used to assess the current standing of your research program, as well as your abilities in the six core competencies that have been identified as necessary for career success in both academia and industry.

The six core competencies are:

Teaching and Mentorship: The ability to effectively instruct individuals on concepts relating to your field of expertise. Those with exceptional ability in this competency enhance the quality of student learning and increase academic success in their classrooms and labs.

Communication Skills: Communication skills enable you to successfully share your ideas and research with an audience or in a job interview, using an approach that you have tailored to the situation. Those with exceptional ability in this competency are comfortable with both written and oral communication, and can confidently share their research in a way that is comprehensive and compelling.

Grant writing and Academic Skills: Exceptional grant writing abilities enable you to secure funding by effectively communicating the value of a research program to funding agencies. Postdocs at the University of Calgary are given the opportunity to participate in the grant application process as part of the training provided by their supervisor.

Those with exceptional academic skills are accomplished in both the scholarly and administrative requirements of academia, and excel at balancing the teaching, research, and service requirements of their institution.

# Sample Professional Development Plan Papers

**L Cohen**



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