

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.

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Table of Contents Sample Professional Development Plan Papers

1. Understanding the eBook Sample Professional Development Plan Papers
 - The Rise of Digital Reading Sample Professional Development Plan Papers
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Professional Development Plan Papers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Professional Development Plan Papers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Professional Development Plan Papers

- Personalized Recommendations
 - Sample Professional Development Plan Papers User Reviews and Ratings
 - Sample Professional Development Plan Papers and Bestseller Lists
5. Accessing Sample Professional Development Plan Papers Free and Paid eBooks
 - Sample Professional Development Plan Papers Public Domain eBooks
 - Sample Professional Development Plan Papers eBook Subscription Services
 - Sample Professional Development Plan Papers Budget-Friendly Options
 6. Navigating Sample Professional Development Plan Papers eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Professional Development Plan Papers Compatibility with Devices
 - Sample Professional Development Plan Papers Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Professional Development Plan Papers
 - Highlighting and Note-Taking Sample Professional Development Plan Papers
 - Interactive Elements Sample Professional Development Plan Papers
 8. Staying Engaged with Sample Professional Development Plan Papers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Professional Development Plan Papers
 9. Balancing eBooks and Physical Books Sample Professional Development Plan Papers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Professional Development Plan Papers
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Sample Professional Development Plan Papers
 - Setting Reading Goals Sample Professional Development Plan Papers
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Sample Professional Development Plan Papers

- Fact-Checking eBook Content of Sample Professional Development Plan Papers
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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