# A black background with a black square  Description automatically generated with medium confidence

# Individual Development Plan

**Name**: **Date**:

**Purpose**: The Individual Development Plan (IDP) provides a structure to support you in creating goals that are engaging for you, and positively impact your current role and professional development at the University of Iowa. We encourage conversation between you and your supervisor about your goals.

Consider the following as you create **each** goal:

* **Goal Description:** What is one area of focus that would make a significant difference to you and others whom you work with?
* **Skill/Behavior:** What leadership, technical, professional skills or behaviors will I apply to achieve this goal? (your goal should stretch you slightly)
* **Outcomes:** How will I know that I have been successful?
* **Support:** What support will I ask my supervisor or HR rep for in order to achieve these goals?

## I. Goal Description:

 ***Skill/Behavior***:

 ***Outcomes***:

 ***Support:***

## II. Goal Description:

 ***Skill/Behavior***:

 ***Outcomes***:

 ***Support:***

## III. Goal Description:

If you lead others (formally or informally) create an additional leadership goal.

 ***Skill/Behavior***:

 ***Outcomes***:

 ***Support:***