



Environmentally Applied  
Refrigerant Technology Hub

# INDIVIDUAL DEVELOPMENT PLAN

Date \_\_\_\_\_

Name \_\_\_\_\_

☐

Graduate

☐

Postdoctoral

Institution \_\_\_\_\_

Department/Unit \_\_\_\_\_

Mentor(s) \_\_\_\_\_

## Self-Assessment

Where do you hope to be 2-3 years from now (academia, industry, entrepreneurship, industry, etc.)?

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What are your strengths?

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What skills or experiences will prepare you for your next steps?

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## Educational & Research Goals

| Goal                                            | Action Steps                                                          | Success Indicators                                                 |
|-------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------------|
| <i>Example: Strengthen Communication skills</i> | <i>Attend writing workshops, give presentations at EARTH meetings</i> | <i>Presentation feedback, increased public speaking confidence</i> |
|                                                 |                                                                       |                                                                    |
|                                                 |                                                                       |                                                                    |
|                                                 |                                                                       |                                                                    |

## Career Exploration & Professional Development

| Goal                                                | Action Steps                                    | Success Indicators                                |
|-----------------------------------------------------|-------------------------------------------------|---------------------------------------------------|
| <i>Example: Gain industry or applied experience</i> | <i>Seek internship, industry-linked project</i> | <i>Complete internship, submit project report</i> |
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**Mentoring Plan**

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**Meeting Frequency:**

Formal review with advisor/mentor at least once per year. Frequent informal check-ins encouraged.

**Annual Progress Reviews**

Reflect on

- What have you achieved?
- What skills or experiences are you still working on?
- What is the next step toward your long-term education or career goals?

**Student Signature** \_\_\_\_\_

**Mentor Signature** \_\_\_\_\_

**Date** \_\_\_\_\_