

# Using Your IDP to Guide Your *Trajectory*

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Self-reflection is a key component of your growth as a postdoc. That's why FAU has implemented the Individual Development Plan (IDP), which allows you to reflect on your progress, where you want to be and how you're going to get there.

But you're not alone in the process. While each individual postdoc is ultimately responsible for their own career path, the faculty mentor should also serve as a key resource in career development, including assisting with identifying career goals, professional development needs, steps needed to accomplish objectives, as well as mentor's expectations.

The IDP is a recommendation from the National Postdoctoral Association to help foster a successful relationship. It is the annual review of the plan that is in Workday, starting at the first anniversary. Your initial IDP should be completed at the onset of your postdoc position. Here's a look at the next steps.

- Annual reviews of the postdoc's IDP will be initiated by FAU's Human Resources via Workday.
- On the postdoc's work anniversary date, a self-assessment action will be sent to the postdoc's Workday inbox. The postdoc will have 30 days to complete and submit to their faculty mentor/supervisor.
- The supervisor will then have 30 days to complete their written comments and meet with the postdoc to discuss the details. Supervisors must be sure to finalize the Workday action by submitting the completed IDP.
- Lastly, the postdoc will be required to acknowledge the final version.

The final IDP will be housed in the postdoc's Workday profile with a notification to the Office of Postdoctoral Affairs.

If you have any questions, email [postdocaffairs@fau.edu](mailto:postdocaffairs@fau.edu).