



INDIVIDUAL DEVELOPMENT PLAN

for postdoctoral researchers

This individual development plan (IDP) is meant to support postdoctoral researchers and their mentoring team discussing career planning and development as well as scientific projects in a structured way. It can be used to prepare the regular meetings with the mentoring team, which should be conducted at least once a year.

List of topics covered in the IDP:

- Current situation
- Scientific career and mentoring
- Grant proposals
- Networking and international visibility
- Teaching
- Outreach and Diversity
- Soft skills
- Career options outside academia

The sections of the IDP can be filled independently. That means you can focus on the topics most relevant for you.

You are invited to share your filled IDP with your mentoring team and/or the QURS coordinators (qurs.champp@uni-hamburg.de) to receive additional feedback and support. Additionally, we would appreciate to receive your feedback anonymously.

Current situation

- Are you (well) integrated into your group? Scale 1-5 (higher is better) + Free text (Frequency of meetings, atmosphere, help, involvement in projects ...)
- Do you have access to all necessary equipment? Scale 1-5
What is missing? Free text
- Are you independently defining your research topics or in consultation with your supervisor (Dienstvorgesetzte*r)? Or is your research topic defined by the third-party funding which sponsors your position? Scale 1-5 + Free text
- What do you want to achieve during your appointment? Free text
- Are you satisfied with the progress of your project? Scale 1-5 + Free text
- Do you attend academic training courses/seminars/lectures?
(e.g. <https://www.qu.uni-hamburg.de/qurs/curriculum/courses.html>,
<https://www.qu.uni-hamburg.de/research/seminars-colloquia.html>) Scale 1-5 (Not at all – regularly)
- Which ones are you missing? Free text

Scientific career and mentoring

- What are your plans for your next job? Did you discuss them with your mentoring team? Free text
- Do you pursue an academic career? Yes/no
- If yes, do you feel you are on good track to a senior position in your research field? Scale 1-5
- What is the typical number of publications / visibility needed for a staff position in your field? Free text
- How many publications do you have on average per year? 0, 1, 2-3, 4+
How does that compare to the standards in your field?
- Do you have sufficient funds to publish open access? Yes/no
- Have you received a training in good scientific practice at some point? Yes/no
(<https://www.uni-hamburg.de/en/forschung/forschungsfoerderung/gute-wissenschaftliche-praxis.html>)
- Does your mentoring team discuss career planning activities with you? Yes/no
- Are you advised on career planning courses offered by UHH/DESY? Yes/no
(e.g. <https://www.qu.uni-hamburg.de/qurs/curriculum/skills.html>)
- Have you undergone trainings or participated in similar programs to start developing your scientific leadership skills? Yes/no + free text
- Do you know how to write a job application/conduct a job interview? Scale 1-5 (Not at all – experienced)
- Do you need additional mentoring for your future academic career? Yes/no
If yes, where do you need support? free text
- Are you aware of the dynaMENT Mentoring program for women in natural sciences? Yes/no

Grant proposals

- Are you aware of appropriate possibilities for third party funding? Scale 1-5 (not at all – very good overview)
- Are you motivated / encouraged by your mentoring team to apply for third party funding? Scale 1-5 (discouraged – strongly encouraged/motivated)
- Have you applied for third party funding so far? Yes/no
- Which channels of information do you use to stay informed about third party funding opportunities?
(e.g. [FIT newsletter](#), newsletter/website by funding organizations (e.g. DFG, BMBF, ERC, AvH, DAAD), mentoring team) Free text

Networking and international visibility

- Do you collaborate with other scientists or envisage collaboration with other scientists on your project? Scale 1-5 (no collaborations – regular collaborative work)
- Are you in contact with external/international experts about your research? Scale 1-5 (no contacts – regular exchange)
- Are you encouraged by your mentoring team to participate in workshops, conferences, etc.? (discouraged – strongly encouraged/motivated)
- Do you regularly present your results at group meetings / local workshops or national/international meetings? Yes/no + free text
- How often are you invited to seminars or colloquia at external institutions? Never, once per year, 2-3 times per year, 4+ times per year
- Do you have sufficient funds to attend international meetings? Scale 1-5 (no funds – could not be better)
- Are you regularly exchanging with local postdocs from your own or neighboring fields, e.g. via the CHAMPP postdoc council? Scale 1-5 (never – frequent exchange, even collaboration)

Teaching

- Are you involved in teaching courses/seminars at the University? Scale 1-5 (never – every semester, even independent) + free text
- Are you involved in the supervision of Bachelor's, Master's or doctoral students? Scale 1-5 (not at all – regularly main supervisor)

Outreach and Diversity

- Are you presenting your research via social media? Scale 1-5 (Not at all – regularly)
- Are you networking with other experts via social media? Scale 1-5 (Not at all – regularly)
- Are you participating in public events like the Open day, Girls' Day etc.? Yes/no + free text

- Are you aware of outreach trainings offered at UHH/DESY? Yes/no
- Are you aware of diversity & equal opportunity programs offered at UHH/DESY? Yes/no
- Have you made use of those offers to develop:
 - your science communication skills? Yes/no
 - your awareness for diversity issues in academia? Yes/no

Soft skills

- Are you attending soft skill courses? Scale 1-5 (never – regularly)
- Are you aware of the offers of the PIER Education Platform (PEP), the Hamburg Research Academy (HRA), COAST, etc.? yes/no
(<https://www.qu.uni-hamburg.de/qurs/curriculum/skills.html>)
- Which courses are you missing? Free text

Career options outside academia

- Do you pursue a non-academic career or consider it an alternative option? Yes/no
- Have you discussed your plans for / the option of a non-academic career with your mentoring team? Yes/no
- Are you advised on career planning opportunities/courses offered by UHH/DESY? yes/no
- Do you know how to write a job application/conduct a job interview outside academia? Scale 1-5 (Not at all – experienced)
- Are you aware of start-up support offered by UHH/DESY? yes/no
- Do you need mentoring by somebody outside academia? yes/no
If yes, what kind of support do you need? Free text
- What further support would you appreciate? Free text