

Resources

Your Individual Development Plan (IDP)

Your Individual Development Plan (IDP) is a tool to assist you in aligning your military experience with your post-service goals. Through periodic review, insights gained will ultimately assist you in identifying and filling personal and professional development gaps throughout your career to facilitate a successful transition to civilian life. You will be introduced to the concept of developing an IDP during the Personal Readiness Seminar (PRS). As you navigate the Marine for Life Cycle, meet regularly with your mentors and P&PD Advisors to ensure this document accurately reflects your personal and professional goals. Ultimately your IDP will evolve into your [Individual Transition Plan \(ITP\)](#).

Name: _____

MOS: _____

Date in Current MOS: _____

Section A: Career Plan

Personal Mission Statement

Short-Term Career Goals (1-2 years)

Area of Interest / Position Title	Competencies/Skills/ Knowledge Needed: (areas I need to develop)

Long-Term Career Goals (3-5 years)

Area of Interest / Position Title	Competencies/Skills/ Knowledge Needed: (areas I need to develop)

INDIVIDUAL DEVELOPMENT PLAN

Strength to Leverage – select at least <u>one</u> strength to continue to build upon		AREA OF FOCUS:		
<u>Critical Behaviors/Goals</u> What specific behaviors do I need to model or exhibit in this competency or skill?	<u>Developmental Activities/Action Steps</u> (assignments, coaching, formal training) Remember <u>SMART</u>	<u>Advisor/Mentor</u> (or involvement of others if applicable)	<u>Target Dates/ Milestones</u>	<u>Results/Outcomes</u> How have I succeeded in adapting my behavior or learning new skills? (provide examples)

INDIVIDUAL DEVELOPMENT PLAN

<u>Area to Develop</u> – focus on areas to develop that are critical to your performance; select 1 or 2 areas to work on at one time		AREA OF FOCUS:		
<u>Critical Behaviors/Goals</u> What specific behaviors do I need to model or exhibit in this competency or skill?	<u>Developmental Activities/Action Steps</u> (assignments, coaching, formal training) Remember SMART	<u>Advisor/Mentor</u> (or involvement of others if applicable)	<u>Target Dates/Milestones</u>	<u>Results/Outcomes</u> How have I succeeded in adapting my behavior or learning new skills? (provide examples)

INDIVIDUAL DEVELOPMENT PLAN

<u>Area to Develop</u> – focus on areas to develop that are critical to your performance; select 1 or 2 areas to work on at one time.		AREA OF FOCUS:		
<u>Critical Behaviors/Goals</u> What specific behaviors do I need to model or exhibit in this competency or skill?	<u>Developmental Activities/Action Steps</u> (assignments, coaching, formal training) Remember <u>SMART</u>	<u>Advisor/Mentor</u> (or involvement of others if applicable)	<u>Target Dates/Milestones</u>	<u>Results/Outcomes</u> How have I succeeded in adapting my behavior or learning new skills? (provide examples)

INDIVIDUAL DEVELOPMENT PLAN SUMMARY

Individual Comments:

Other Comments:

Next Development Plan Review Date: _____

(Should be every 3-6 months)

Reference MCO 1700.31, Transition Readiness Program