

## **2023 ASMS Career Development Interest Group Workshop**

This year the Career Development Interest group held a workshop on June 6 entitled “Constructing an Individual Development Plan (IDP).” This workshop was presented by Troy Wood, University at Buffalo. The plan presented is based of the online myIDP tool developed by the American Association for the Advancement of Science (AAAS) with considerable development from the Federation of American Societies for Experimental Biology (FASEB) and the National Postdoctoral Association (NPA) which has developed a set of core competencies for every scientist. The core competencies were discussed, as were the four elements of the IDP: self-assessment, career exploration, creating an IDP, and implementation of the IDP. Attendees were shown why the self-assessment process is critical to establishing best matches with potential career paths. The development of a mentorship team to guide creation and implementation of the IDP was emphasized. Approximately 50 were in attendance, mostly early career scientists interested in developing their own IDP, but also some managers who were interested to see what IDP might offer staff that they supervise. In-depth post-workshop discussion has continued, illustrating the utility of IDP for early career mass spectrometrists.