

# What is an individual development plan

Individual development plans (IDP) are based on a competency model.

An individual development plan (IDP) is a set of training and development measures (DM) that contribute to improving competence and professional growth.

The IDP model is formed as follows:

Competence 1;

- Indicator 1.1 - Scale, target level
  - Developmental activity 1.1 for Indicator 1.1
  - Developmental activity 1.2 for Indicator 1.1
- Indicator 1.2 - Scale, target level
  - Developmental activity 1.1 for Indicator 1.2
  - Developmental activity 1.2 for Indicator 1.2
  - Developmental activity 1.3 for Indicator 1.2

A competency can have any number of indicators, indicators can have any number of development activities

Each employee has their own individual IDP.

The roles in the module are as follows:

- Employee - the employee for whom the IDP is being created. Can enter the status for development activities.
- Manager - the employee's manager. Creates the IDP, monitors its implementation.
- Mentor - the employee's mentor. Creates the IDP, monitors its implementation.
- Application moderator - can perform any actions.

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