|EARLY STAGE  
Doctor of Philosophy: 1-2 years| MIDDLE STAGE  
Doctor of Philosophy: 2-4 years| FINAL STAGE  
Doctor of Philosophy: 4-6 years|
<table>
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<tbody>
<tr>
<td>Research Skills and Knowledge</td>
<td>Management and Leadership</td>
<td>Effectiveness and Purpose</td>
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| - Develop broad-based knowledge of field  
- Determine broader topic for your thesis  
- Identify and develop tools and skills needed for research  
- Complete safety and other required training  
- Learn about Responsible Conduct of Research (RCR)  
- Learn how to use citation manager software  
- Identify dissertation supervisory committee members  
- Learn about rigor and reproducibility in research| - Start writing articles for publication  
- Develop dissertation proposal or project proposal/prospectus  
- Learn proper data management  
- Continue to develop expertise and skills  
- Complete qualifying exams  
- Engage in heavy data gathering  
- Complete proposal writing training  
- Complete data visualization training| - Practice presenting dissertation to peers and faculty  
- Ensure appropriate storage and access of data and protocols  
- Write dissertation  
- Publish research  
- Develop independent research plan|
| - Join professional society in field  
- Volunteer for organizations and conferences in field  
- Develop funding plan and apply for fellowships and grants  
- Help organize events| - Mentor undergraduate students  
- Serve in leadership role in professional society  
- Seek out and lead collaborative efforts  
- Attend leadership and management development training  
- Join university committees  
- Apply for dissertation fellowships and grants| - Devise a dissertation writing schedule  
- Narrow down career options  
- Practice self-care|
| - Become familiar with Gainesville  
- Learn expectations of department and campus culture  
- Create Individual Development Plan (IDP) degree timeline  
- Become familiar with campus resources  
- Devise time management strategies  
- Devise wellness strategies  
- Identify purpose and goals of graduate education| - Identify values and compatible career options  
- Enhance emotional intelligence  
- Evaluate skills and areas for improvement  
- Revise and revise time management strategies  
- Practice self-care| - Present at conferences  
- Network for diverse career options  
- be a positive representative of school and field  
- Promote accomplishments on social media  
- Create ePortfolio|
| - Identify and build relationships with mentors  
- Establish mutual expectations with advisor  
- Participate in conferences, seminars, and department events  
- Identify and address different leadership and work styles  
- Identify international opportunities  
- Practice cultural awareness and inclusion  
- Identify and adhere to norms or professional conduct| - Strengthen and expand network  
- Find out about local and international funding  
- Serve on university committees  
- Engage in student organizations and community outreach  
- Present at conferences  
- Expand pool of mentors and peers  
- Gain international experience  
- Develop social media presence| - Develop and teach course  
- Compete at Three-Minute Thesis (3MT) contest  
- Form or join writing group and engage in peer editing  
- Attend Dissertation Bootcamp  
- Write early career proposal/fellowship application|
| - Attend teaching assistant workshops  
- Visit the Dial Center for Written and Oral Communication  
- Take a proposal writing course  
- Learn your field’s publications, submission standards, and writing styles| - Serve as a teaching assistant or teach course  
- Present at Graduate Student Research Day  
- Attend communication workshops  
- Present at conferences specific to your field  
- Present to "lay" audiences and engage in outreach  
- Develop "elevator pitch"| - Revisit and revise Individual Development Plan (IDP)  
- Review curriculum vitae or résumé with mentors and colleagues  
- Attend career fairs and interview/negotiation workshops  
- Conduct informational interviews  
- Refine LinkedIn profile  
- Prepare job application materials and practice "job talk"  
- Apply for any necessary visas|
|Career Advancement| Professionalism| - Develop entrepreneurial skills  
- Apply for postdoctoral fellowships and grants  
- Develop entrepreneurial skills|