





recommendation to promote professional development is to require [Individual Development Plans](#) giving postdocs a place to parse out their skills and relate them to different types of careers.

*4.0 Part 2 Recommendation: Create training modules for postdoctoral offices and T32 awardees*

The ASBMB agrees that career and professional development are critical to postdoctoral experience and that postdocs need adequate mentorship from their research advisors. To equip postdoctoral advisors with the skills needed to mentor postdocs, the NIH should require NIH-funded postdoctoral mentors and NRSA Institutional Postdoctoral Training Grant (T32) awardees to integrate professional and training development opportunities into mentorship plans similar to those in other training programs such as the Maximizing Access to Research Careers. Training workshops should include mentorship training for mentors and mentees, along with training to guide scholars into various careers in science. To ensure that postdocs receive sufficient training to facilitate the transition to independent careers, training should include topics such as research misconduct, conflict resolution, active listening, and bias training. Including these professional development opportunities will ensure postdocs stay and contribute to the broader research enterprise.