

dear residents

Preparing for Transition

April 16, 2023

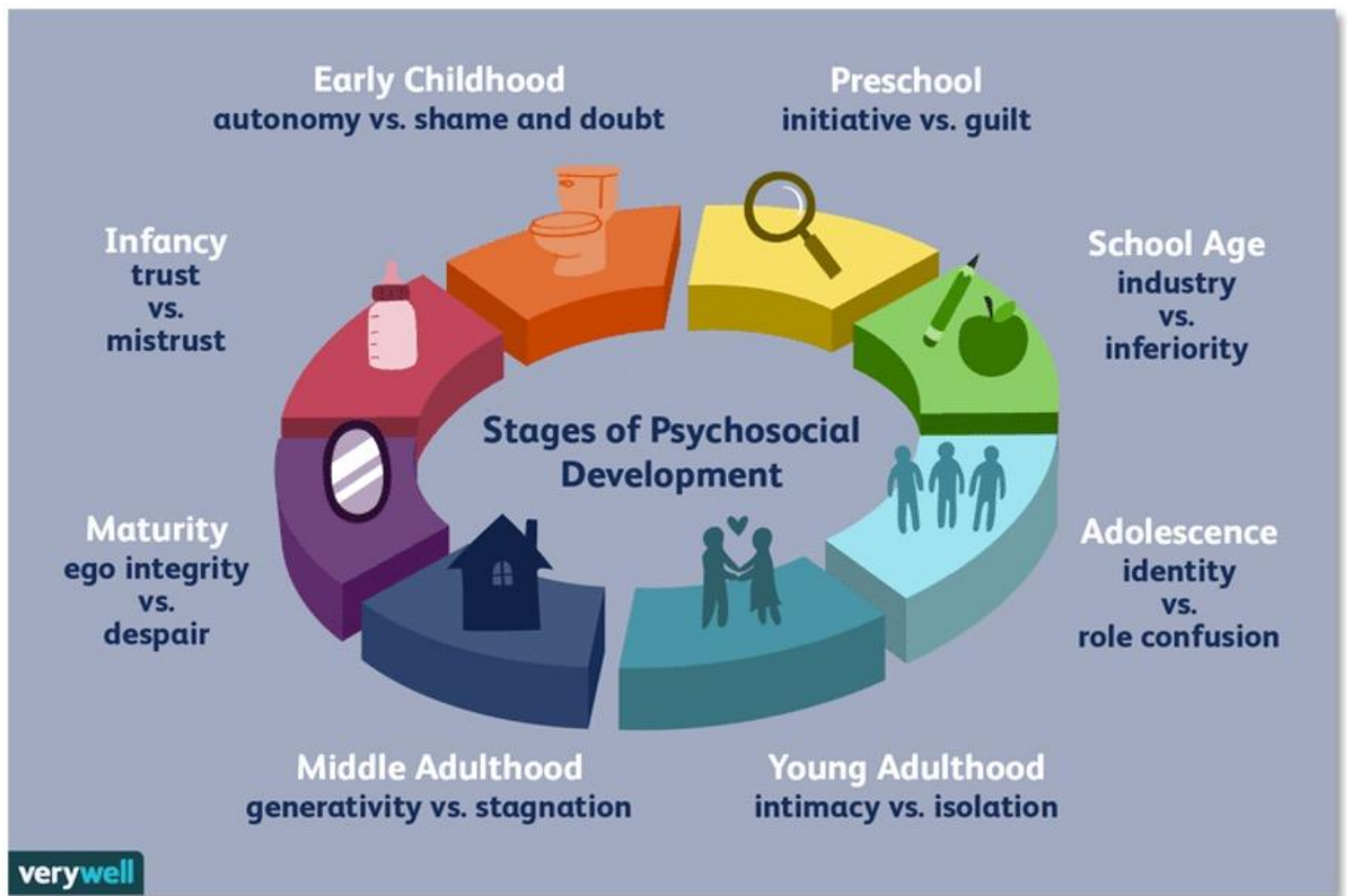
Dear Residents,

Thank you for completing the ACGME survey – we had an excellent response rate of over 90%. The results should be available soon and will help inform us on what steps are needed to get us to the next stage of operational excellence. The program evaluation committee utilizes survey results, your feedback, and other metrics to develop action plans for the next academic year – which is just around the corner!

I am looking forward to the **Seldin Symposium**. We are also getting ready for graduation events in May and June. Next year's schedules are taking shape and creative juices are flowing as we think of ways to enhance the learning experience. The chief residents are formalizing 'service agreements' with each of our subspecialty services to ensure that we balance patient care with education.

We are now in the **last quarter of the current academic year**. It's time to tidy up pending evaluations, record procedures you have completed, finish those projects, and begin preparations for the next step in your career – be it a continuation of training, application for fellowships, or moving to fellowships or to a new job.

Transitions are a time for reflection and planning. You are growing and developing. Independence is within your reach. There ought to be an Erik Erikson schematic for professional development in residency training!



Erik Erikson's Stages of Psychosocial Development

What I do believe is that you have developed autonomy, initiative, identity, a love for the profession, feel productive, proud of your skill acquisition, and can look back with a sense of dignity. Seth Godin recently [wrote](#) about the *Freedom Loop*. In his blog, he makes a couple of salient observations - *if you get the responsibility taken care of, often the freedom will follow, and, when we build a culture of people who eagerly seek out and take responsibility, we build a culture that enables a special kind of resilient freedom.*

I know training is not easy and that resilient freedom comes with hard work and long hours. When you are conscientious, methodical, and responsible, academic freedom will follow. There will be rough spots along the way. Growth occurs through challenge and conflict. Pebbles on the seashore are rounded and smooth because of friction. I hope that periods of uncertainty and the trepidation of the steps yet to be taken are giving way to confidence and renewed energy. When you look back at how far you have already travelled, your rear-view mirror will provide perspective on how much you have already accomplished and will encourage you to keep moving forward to achieving full competence and independence. You are well on your way.



Photo by [Taylor Siebert](#) on [Unsplash](#)

With you every step of the way,

Dino Kazi