



## FACULTY-IN-TRAINING PROGRAM

BETTER COMMUNICATION. BETTER RELATIONSHIPS. BETTER CARE.

Dear Guides,

It is that point in their journey when we ask the FITs to reflect on their progress in the FIT program. We are hoping you, as Guides, will review their self-assessments prior to submission and provide a letter with your own reflections on their progress.

A full description of the process can be found in the attachment entitled “FIT Reflective Self-Assessment Essay.” In summary, we have asked each FIT to reflect each of the four domains of the FIT Program (Facilitation, Coaching, Personal Awareness, and Workshop Development) using the following questions:

- 1) Where does this domain apply in your own professional context and FIT journey?
- 2) What are your areas of greatest strength and/or growth with regard to this domain? Please describe one or two experiences that demonstrate evidence that supports this assessment.
- 3) What are the areas you most want to improve or in which you see the greatest opportunities for growth? Describe one or two experiences that demonstrate evidence that supports this assessment.
- 4) What is a learning goal for this domain? If applicable, describe your specific next action step to increase your learning/skill in this area.

We understand that FITs may have spent more or less time working on learning goals for each different domain depending on their focus and priorities.

Thank you in advance for the time taken to write your letter, and for your tireless support of our FITs. They are a tremendously talented group and have so appreciated your contributions to their individual journeys!

Sincerely yours,

The Faculty-in-Training Program Co-Directors