# 2017 School of Medicine Leadership Retreat
## Junior/Mid-Career Reflection Report

### Age

<table>
<thead>
<tr>
<th>Under 40</th>
<th>40-50</th>
<th>50-60</th>
<th>Over 60</th>
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### Gender

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<th>Male</th>
<th>Female</th>
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### Years at UCSF

<table>
<thead>
<tr>
<th>0-5 years</th>
<th>5-10 years</th>
<th>10+ years</th>
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Do you consider yourself to be mid-career faculty, junior faculty or staff?

- Mid-career faculty: ☐
- Junior faculty: ☐
- Staff: ☐

Number of institutions you have participated in as a student/trainee or faculty/staff member.

- 1 (UCSF along): ☐
- 2-3: ☐
- More than 3: ☐

Please give short answers - 3-7 words is sufficient.

The 3 or 4 most important challenges/opportunities in my work life are:

In this stage of my career, I am trying to accomplish:

I would want my colleagues and leaders to know about these 3 or 4 competencies I have developed or accomplishments I have had that can be useful to UCSF:
During my career at UCSF and beyond, I have important talents that I would like to develop and aspirations for myself; a few of them are:

The most energizing thing(s) about working at UCSF is / the things I love most are:

Three of the most frustrating things about my work at UCSF are:

Personal inner voices that hold me back from maximizing my work or contributions to UCSF include:

Other than myself, the structures, policies, challenges holding me back from maximizing my work or contributions to UCSF are:

Over the past six months, I have noticed the following NEW questions and themes about myself and my work at UCSF:
My UCSF work community includes ___________ and their highest hopes for me are:

My home community includes ____________ and their highest hopes for me are:

UCSF’s community includes _____________ and their highest hopes for us are:

If Leaders at UCSF asked for my advice about the future of UCSF, I would tell them to keep doing:

If Leaders at UCSF asked for my advice about the future of UCSF, I would tell them they should change the way they:

If I would like to lead a group of people at UCSF to experiment about an alternate way for UCSF to do something, I would want to focus on:
My future self would probably give the following advice to my current self: