



FFTs

Naming and Normalizing Transitions

Objectives

- ▲ Review the stages of a transition in your work and life and which ones are most and least comfortable for you
- ▲ Review the concept of an FFT- an “Effing First Time”
- ▲ Practice self-compassion during this phase, create helpful thoughts to think on purpose

In BT1 (Month 4, week 2), we introduced **Dr. William Bridges** approach to life transitions, and the 3 phases they include: “The ending”, “the neutral zone”, and “the new beginning.”

Ending, Losing, and Letting Go

You may grieve what you are leaving behind. Emotions like fear, uncertainty, sadness, or relief are common.

The Neutral Zone

A liminal space where the old is gone, but the new isn't fully formed. This phase can be disorienting but is also ripe for creativity and redefinition.

The New Beginning

You may start to embrace new identities, roles, or systems. Motivation and clarity begin to rise.

This week, we will be focusing on the “new beginning” phase, specifically the FFTs that come along with it.

Often, when stepping into the “new beginning” we create a fantasy of being immediately skilled and successful in our new role. Think of your first day on a new rotation. You may have gone to bed with a little apprehension/nervousness, but with an idea in mind of how you want to show up and low it out of the water tomorrow.

But then you show up, your badge doesn't work, you don't know where the bathroom is, have a hard time with the new EMR system, and don't get a chance to see a few of the patients before rounds.

You've already fallen short of who you wanted to be today and are kicking yourself.

How will you get that letter of recommendation you need from your attending if you can't even get your sh*t together on the first day?

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Or consider, you are graduating from fellowship. Becoming an attending after fellowship is a momentous transition. You're stepping into full responsibility, leadership, and autonomy... and even with all your training, it can feel like jumping off a cliff (with a parachute you think you packed correctly).

You're expected to lead, but you're also still learning. There's a myth that attendings have to know everything — but mastery comes from reps, reflection, and mentorship. The thought of "Am I ready?" means you care deeply and are stepping into this with integrity.

So, how do we embrace "the suck of the new?"

FEELING NERVOUS



GETTING FLUSTERED



ANXIOUS ABOUT THE FUTURE



Brené Brown calls this experience an FFT - a F*cking First Time.

FFTs are *hard*.

Dr. Brown offers us an evidence based strategy for embracing "the suck of the new" - which we will share with you here!

HOW TO TAKE CARE OF YOURSELF IN AN FFT

--All content from Brene Brown--

NAME IT

WTF is going on? Why do I feel out of control? Why don't I know what I'm doing? Why am I in a shame spiral? Is this an FFT?

OHHH! I'm in an FFT!

NORMALIZE IT

Oh yeah! I remember. This is how FFTs are supposed to feel.

This is uncomfortable because being brave is uncomfortable.

PUT IT IN PERSPECTIVE

This feeling is not permanent. This does not mean I suck at everything.

It just means I'm in the middle of an FFT.

REALITY CHECK EXPECTATIONS

This is going to suck for a while. I'm not going to crush this right away.

I'm here to get it right, not to be right.

Write about a transition you are approaching or going through now:



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What does this mean to you and why?

What is the FFT you are approaching in the “new beginning” of this transition?
This is the first time I will be _____

Practice naming the FFT. “Oh yeah, this is my first time doing _____. I’m in an FFT”

How can you normalize this? ex: “I know this feeling, I’ve been here before and will be again.”



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The normalization step is going to be a time when your inner critic feels threatened and might get LOUD.

Here are some Common Threats to your Inner Critic during an FFT:

Uncertainty

"You should already know how to do this."

Comparison

"Others are handling this better than you."

Perfectionism

"You only have one shot to get this right."

Loss of control

"You are supposed to know how to do this. Why are you so unsure?"

Increased visibility

"Everyone will find out you are a failure."

How can you take step 3, putting this into perspective, for your inner critic:

Now it's time to Reality Check your expectations:
What are reasonable expectations you can make for yourself right now?



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Now that you've worked through an approach to your FFT,
what is coming up for you?

What else do you need to think to reassure or support your inner critic right now?

Put that sentence into the T line of a model. How does that look?

C	
T	
F	
A	
R	