

Orthopedic Center of Florida (OCF) in Fort Myers Foot and Ankle Fellowship – Application Addendum

Candidate Name: _____ Residency: _____

Residency Director: _____ Residency Location: _____

Number of attendings: _____ Residents/Year: _____

Please attach a non-professional picture that most closely resembles or embodies your personality.

Current Residency & Clinical Environment

- **Residency Name and Location:** List your program
- **Residency Director:** Name your residency director and describe how often you work with them.
- **Director Relationship:** If I called your residency director right now and asked what is your biggest need for improvement is, what would they say?
- **Institutional Culture:** What is the unwritten "culture" of your residency program, and how did you adapt to it?
- **Navigating Personalities:** Describe a time you had to adjust your surgical or clinical communication style to fit an attending with a vastly different background from yours.
- **Scope Advocacy:** Tell me about a time you ran into a scope-of-practice limitation. How did you navigate that clinically?
- **Institutional Critique:** Beyond compensating for your program's biggest weakness, what concrete changes did you personally try to implement to leave the residency better than you found it?

Surgical Volume, Exposure & Competence

- **Clinic vs. Reality:** If a clinic day is running two hours behind and you have an impatient patient, what is your strategy to maintain quality of care without rushing?
- **The Weight of Trauma:** Walk me through the most chaotic ER trauma call you handled. How did you manage the situation?
- **Limb Salvage Ownership:** In limb salvage, a bad outcome can mean amputation. Tell me about a time a limb salvage case failed despite your best efforts. How did you handle that emotionally and professionally?
- **Advanced Technology Mastery:** When learning a new technique like MIS or arthroscopy, what is your personal framework for moving from "observing" to "competently executing"?
- **OR Surgeon Hierarchy:** When sharing the scrub sink with junior or senior residents, how do you balance your need to get surgical experience with the responsibility of teaching or letting others learn?

Surgical Philosophy & Technical Comfort

- **Anatomy vs. Ego:** What is your favorite procedure? Tell me about a time that exact procedure went completely wrong in the OR. What did that teach you?
- **Confronting Weakness:** For your least favorite procedure, is it truly the mechanics of the surgery you dislike, or is it a reflection of an area where you lack confidence? How are you actively fixing that?

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- **The Reality of Autonomy:** You feel ready to do certain cases independently. If you make a mistake mid-procedure with no attending there to bail you out, what is your immediate psychological and physical reaction?
- **Fellowship Gaps:** What gaps in training are you hoping to fill? Knowing the specific gaps you want to fill, how will you measure whether this fellowship successfully helped you master those techniques?

Academic Rigor & Professional Development

- **Information Filtering:** There is a lot of bad advice on podiatric social media groups. Tell me about a time you saw a peer or attending advocate for a treatment online that you knew was outdated or wrong. Did you address it?
- **Standing Out Safely:** Standing out can sometimes alienate peers. How have you balanced striving for individual excellence in residency without becoming toxic to your co-residents?
- **The Unique Factor:** Our program attracts excellent candidates. They all have high volume case logs and great recommendations. If we don't choose you, what is our program missing out on?

Post-Residency & Fellowship Intentions

- **The Brutal Truth of the "Why":** Be entirely honest—if you went straight into private practice right now without a fellowship, what scares you the most about that transition?
- **Application Integrity:** If we offered you a position right now, on the spot, would you accept it and cancel your other interviews, or do you need to see what else is out there? Why?
- **Geographic Alignment:** Where do you realistically see yourself living and practicing in 5 years? How does our specific program directly accelerate that timeline?
- **The Mutual Fit:** A fellowship is a two-way street. What can *our* faculty do to ensure we don't fail *you* over the next year.

Thank you for taking the time to complete this questionnaire. This will help me gain some insight into your personality.

Please forward all application materials electronically to:

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