

**SUCCESS
STORY #11**

Selection of future surgeons

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CLIENT



Cantonal Hospital St.Gallen
www.kssg.ch

- Center hospital of Eastern Switzerland
- one of the largest Swiss hospitals
- about 6,000 employees
- more than 700 training place
- Promotion of interdisciplinary and interprofessional cooperation among specialists from around 50 clinics - as well as beyond the hospital boundaries

„We want young doctors to recognize their potential, tap into it and develop in a focused way. Metaphorically speaking, this requires many different spotlights shining on possible blind spots. Together with SCHUHFRIED, we have been able to develop an important and well-directed spotlight and use it efficiently through modern digital technology.“
Dr. Carsten Ostendorp

Would you like to master a complex issue with us? Contact us or your local SCHUHFRIED partner!

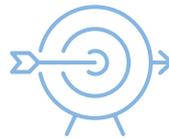
info@schuhfried.com
www.schuhfried.com

Initial situation



The Cantonal Hospital of St. Gallen (KSSG) planned to use psychological testing procedures to **optimize the selection process for medical graduates** wishing to train as surgeons and to evaluate the testing procedures after two years. At the same time, medical students were to be offered a **potential analysis** at an early stage to **identify strengths and areas for development**.

Project Aim & Challenge



Surgeons are facing enormous responsibility in their day-to-day work, which can only be met with the **appropriate skills and personality traits**. The selection process should therefore be tailored and based on a **highly valid and specific profile of requirements**.

The risk: For students who take part in both the potential analysis and the subsequent selection process, the use of the same test procedures could lead to practice effects that distort the results.

Procedure



In order to be able to select the optimal tests, a **precise profile of requirements** was defined in a Critical Incident Workshop together with surgeons and psychologists from the KSSG. In this process, so-called success-critical situations were collected and analyzed in order to **identify skills and characteristics that distinguish above-average successful surgeons from others**. These skills and characteristics should then be captured by two different test batteries in potential analysis and selection procedures to avoid potential training effects.

After the tests had been selected, the psychological staff at the KSSG received comprehensive training in the use of the Vienna Test System and its tests - special attention was paid to the interpretation and feedback of the results. These competencies, which are important for the selection process, were taught in a realistic manner within the framework of practical exercises and role plays.

For participants in the potential assessment, a customized report of results was also prepared, **identifying strengths and areas for development across all roles of modern medical and surgical professionals**.

Solution & Outcome



The KSSG now has a **state-of-the-art aptitude assessment solution** for selecting surgeons and at the same time offers students the opportunity to identify individual strengths and areas for development at an early stage. The associated **results report can be automated by the KSSG and produced in its own corporate design**.

To evaluate the validity of the selection process, the KSSG is now collecting data for two years. Subsequently, a validation study can be conducted together with SCHUHFRIED, on the basis of which further validity optimizations can be carried out.