



Competency-based Selection



◆ Finding the Right Candidates for your Program ◆



**Define your program's
unique values, demands,
& expectations**



**Create assessment tools
to measure competency
and value fit**



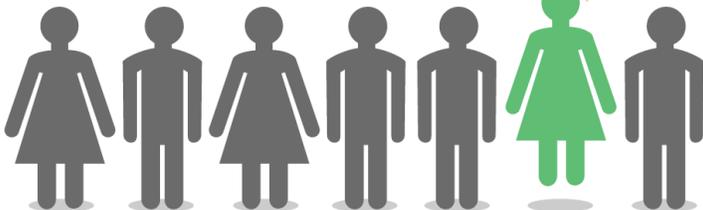
**Pre-screen candidates
digitally before
inviting on-site**



**Train your team
to conduct
structured interviews**



**Choose the best fit
candidate
*for your program***



Improved Ability to Identify Top Candidates

There are a number of attributes of successful trainees that are difficult to ascertain through typical screening processes. Our assessments help you obtain comprehensive data in a structured manner to compare applicants and make more informed decisions to find applicants who are the right fit for your program's values, demands, and expectations.

Reduced Attrition

A significant portion of early attrition in residency can be attributed to poor job fit. We use science-based assessments and algorithms to measure job fit across a variety of decisions, allowing your program to identify individuals with a higher risk of attrition (Kelz et al., Ann Surg 2010)

Lower Remediation

Remediation of poor performers is a common issue within residency programs. The predominant issues exhibited by struggling surgical trainees are not their ability to learn surgical tasks, but instead involve more stable characteristics and abilities, such as interpersonal skills, judgment, and professionalism. By using assessments focused on these innate characteristics and aptitudes, you can identify individuals who will pick up new skills faster, work better with other people, and need fewer remediation interventions.

Enhanced Efficiency

The average surgery program spends \$100k *annually* in time and resources on the resident selection process (Gardner et al., J Surg Educ 2018). Our customized algorithms screen applicants for your program's desired qualities *before* they are invited for an interview, saving both applicant and faculty time. Our work has shown that programs can invite less than 1/3 of candidates for an on-site interview, while still matching top candidates (Gardner & Dunkin, Ann Surg 2018).

Documented Fairness and Legal Defensibility

Having a data-driven and consistent selection process is the single best way to avoid litigation and costly lawsuits. Studies have shown that over half of residency applicants are asked at least one potentially illegal question during the selection process. By maintaining the highest standards in selection and applying expertise in employee assessment, we provide the highest quality interview training and assessments to avoid any costs to reputation or finances.