

The Portrait of a Neurosurgeon

Are you born with what it takes to be a neurosurgeon or do you become one? And what about personal qualities? Are they important? Are they innate or can they be acquired through training?

*Campo obbligatorio

This survey is your chance to tell us what you think goes into making the ideal neurosurgeon and their training.

We just ask you to spend 15 minutes to answer our survey openly and honestly*. Our goal is to improve our ongoing training in order to achieve excellence in neurosurgery, and your assistance is fundamental to help us to do this.

*Don't worry - we value confidentiality and your privacy will be ensured at all times. Data are only collected in an aggregate way and results will be analyzed anonymously.

First: a bit about you

1. Gender *

Contrassegna solo un ovale.

Male

Female

2. Country where you work *

Contrassegna solo un ovale.

- Algeria
- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Canada
- Chile
- China
- Denmark
- Egypt
- Ethiopia
- Finland
- France
- Germany
- Greece
- India
- Ireland
- Italy
- Japan
- Kazakhstan
- Korea
- Luxembourg
- Mexico
- Morocco
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russian Federation
- Saudia Arabia

- Slovenia
- Spain
- Sweden
- Switzerland
- Thailand
- Turkey
- UK
- USA
- Other

3. The hospital where you work is *

Seleziona tutte le voci applicabili.

- Public/government sector
- Private
- University teaching hospital
- Charitable/not-for-profit
- Religious hospital

4. How big is it? *

Contrassegna solo un ovale.

- Small hospital or health centre (<100 beds), sparsely equipped operating room for minor procedures
- District or provincial hospital (100-300 beds), adequately equipped major and minor operating rooms
- Referral hospital (> 300 beds), with basic intensive care facilities

5. Name of the hospital *

6. You are *

Contrassegna solo un ovale.

- Resident *Passa alla domanda 9.*
- Staff neurosurgeon *Passa alla domanda 7.*
- Head of department *Passa alla domanda 7.*

Your experience

7. Length of time in the field (including residency) *

Contrassegna solo un ovale.

- < 5 years of experience
- between 5 and 10 years of experience
- between 10 and 15 years of experience
- > 15 years of experience

8. Your subspecialty (select all that apply) *

Seleziona tutte le voci applicabili.

- Cerebrovascular
- Epilepsy
- Functional
- Neuro-oncology
- Pediatric
- Peripheral
- Spine
- Skull base
- Trauma

Passa alla domanda 10.

Year of training

9. You are at the *

Contrassegna solo un ovale.

1 PGY

2 PGY

3 PGY

4 PGY

5 PGY

6 PGY

7 PGY

Passa alla domanda 10.

Being the ideal neurosurgeon

Let's get started! The survey will be based on the three following questions, so read them carefully now and then the rest will be a breeze.

Qualities needed by a neurosurgeon

10. Personal traits *

PERSONAL TRAITS

Being a mentor: the ability to stimulate enthusiasm, to challenge and motivate others, enhancing personal and professional growth

Commitment: the quality of being dedicated to profession

Emotional intelligence and empathy: the ability to perceive, integrate, understand and regulate emotions to promote personal growth

Intellectual curiosity: curiosity that leads to an acquisition of general knowledge

Proactivity and initiative: a readiness to seize opportunities even when there is no explicit indication from superiors

Resilience: the capacity to recover quickly from difficulties

Contrassegna solo un ovale per riga.

	Not at all	A bit	A lot	Absolutely
Administrative task management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attention to detail and concentration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness of own limits and strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional intelligence and empathy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual curiosity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proactivity and initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resilience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-criticism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Interpersonal skills *

INTERPERSONAL SKILLS

Achievement orientation: the drive to meet an internal standard of excellence in order to achieve a good quality outcome

Conflict management: the ability to de-escalate disagreements and orchestrate resolutions

Effective communication: the ability to successfully convey or share ideas, feelings, experience or instructions to other staff or patients, seeking and giving feedback

Leadership: the ability to direct the team in the achievement of a common goal

Teamworking: the ability of the members of a team to act, think and behave as a unit

Contrassegna solo un ovale per riga.

	Not at all	A bit	A lot	Absolutely
Achievement orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openness to innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamworking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Cognitive skills *

COGNITIVE SKILLS

Mental agility: the quality of being quick to understand, think, learn, act and adapt to new circumstances

Foresight/anticipation: the ability to perceive and respond to potential problems before they spiral out of control

Cognitive flexibility: the ability to switch from one surgical strategy or hypothesis to another or the ability to adapt to changing situations and overcoming obstacles

Situation awareness and risk assessment: the capacity to develop and maintain a dynamic awareness of the situation based on putting together data from the patient, team, time, displays, equipment, understanding what they mean and thinking about what may happen next and how to act

Contrassegna solo un ovale per riga.

	Not at all	A bit	A lot	Absolutely
Analytical and problem-solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cognitive flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foresight/anticipation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental agility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Situation awareness and risk assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Surgical performance is affected by *

Contrassegna solo un ovale per riga.

	Not at all	A bit	A lot	Absolutely
Acceptance of criticism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrogance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stubbornnes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negligence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resignation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impulsiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to provide feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to seek feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. In your opinion, are there any other factors that affect surgical performance?

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

15. Are there any other qualities or behaviours a neurosurgeon should or should not have?

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

16. Qualities needed to work effectively as a team *

Contrassegna solo un ovale per riga.

	Not at all	A bit	A lot	Absolutely
Cooperativeness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidence in other team members' abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trustworthiness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frankness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friendship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openness to confrontation and ability to resolve conflicts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team self-evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity in workload distribution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adaptability and flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. In your opinion, are there any other factors needed to work effectively as a team?

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

Your personal profile

18. Your top 5 strengths *

Seleziona tutte le voci applicabili.

- Intellectual curiosity
- Attention to detail and concentration
- Awareness of own limits and strengths
- Analytical and problem solving
- Resilience
- Mental agility
- Foresight/anticipation
- Cognitive flexibility
- Effective communication
- Leadership
- Teamworking
- Stress management
- Conflict management
- Administrative task management
- Openness to innovation
- Situation awareness and risk assessment
- Emotional intelligence and empathy
- Achievement orientation
- Proactivity and initiative
- Commitment
- Being a mentor
- Arrogance
- Stubbornness
- Negligence
- Self-confidence
- Resignation
- Impulsiveness
- Anxiety
- Inability to provide feedback
- Inability to seek feedback
- Intellectual stagnation
- Self-criticism

19. Your 5 points to improve *

Seleziona tutte le voci applicabili.

- Intellectual curiosity
- Attention to detail and concentration
- Awareness of his/her own limits and strengths
- Analytical and problem solving
- Resilience
- Mental agility
- Foresight/anticipation
- Cognitive flexibility
- Effective communication
- Leadership
- Teamworking
- Stress management
- Conflict management
- Administrative task management
- Openness to innovation
- Situation awareness and risk assessment
- Emotional intelligence and empathy
- Achievement orientation
- Proactivity and initiative
- Commitment
- Being a mentor
- Arrogance
- Stubbornness
- Negligence
- Self-confidence
- Resignation
- Impulsiveness
- Anxiety
- Inability to provide feedback
- Inability to seek feedback
- Intellectual stagnation
- Self-criticism

20. Areas improved during your career (select all that apply) *

Seleziona tutte le voci applicabili.

- Intellectual curiosity
- Attention to detail and concentration
- Awareness of his/her own limits and strengths
- Analytical and problem solving
- Resilience
- Mental agility
- Foresight/anticipation
- Cognitive flexibility
- Effective communication
- Leadership
- Teamworking
- Stress management
- Conflict management
- Administrative task management
- Openness to innovation
- Situation awareness and risk assessment
- Emotional intelligence and empathy
- Achievement orientation
- Proactivity and initiative
- Commitment
- Being a mentor
- Arrogance
- Stubbornness
- Negligence
- Self-confidence
- Resignation
- Impulsiveness
- Anxiety
- Inability to provide feedback
- Inability to seek feedback
- Intellectual stagnation
- Self-criticism

21. Are there any other areas where you feel you have improved during your career?

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

22. Apart from technical skills, are there any other qualities you would like to improve?

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

23. Regarding the skills mentioned above, you consider you have become a better neurosurgeon thanks to (select all that apply) *

Seleziona tutte le voci applicabili.

- Professional experience
- Personal experience
- Training on the subject
- Counseling with colleagues
- University courses
- Mentorship
- Meetings and conferences on the subject

Altro: _____

Nature versus nurture: is there room for improvement?

Final stretch!

24. Being an ideal neurosurgeon is more innate *

Contrassegna solo un ovale.

Strongly agree

Agree

Disagree

Strongly disagree

25. Of the qualities and behaviours listed below, please choose up to 7 that you'd like to address and be trained in *

Seleziona tutte le voci applicabili.

- Intellectual curiosity
- Attention to detail and concentration
- Awareness of his/her own limits and strengths
- Analytical and problem solving
- Resilience
- Mental agility
- Foresight/anticipation
- Cognitive flexibility
- Effective communication
- Leadership
- Teamworking
- Stress management
- Conflict management
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- Openness to innovation
- Situation awareness and risk assessment
- Emotional intelligence and empathy
- Achievement orientation
- Proactivity and initiative
- Commitment
- Being a mentor
- Arrogance
- Stubbornness
- Negligence
- Self-confidence
- Resignation
- Impulsiveness
- Anxiety
- Inability to provide feedback
- Inability to seek feedback
- Intellectual stagnation
- Self-criticism

26. Thinking about the skills and behaviours mentioned above, at what point would you prefer training? *

Seleziona tutte le voci applicabili.

- During residency programme
 During medical studies
 Throughout my career through courses, conferences, training, counseling, etc.

Altro: _____

27. Thinking about the skills and behaviours listed above, which, in your opinion, is the most effective teaching method? (select all that apply) *

Seleziona tutte le voci applicabili.

- Scenario/simulations
 Seminars
 Observational
 Conferences
 Periodic meetings with colleagues
 Mentorship
 Role-playing
 Briefing and debriefing

Altro: _____

28. The qualities and behaviours listed above should be included in the neurosurgical training curriculum *

Contrassegna solo un ovale.

- Strongly agree
 Agree
 Disagree
 Strongly disagree

29. These qualities and behaviours can act as selection criteria for getting the right people into the field *

Contrassegna solo un ovale.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

30. Please, tell us why you answered the last question that way

Please feel free to add anything else you consider relevant. Your additional comments are extremely valuable to give us a better overview.

31. Strong non-technical skills are a predictor of neurosurgical excellence *

Contrassegna solo un ovale.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

32. The less useful qualities to be a great neurosurgeon are (select all that apply) *

Seleziona tutte le voci applicabili.

- Intellectual curiosity
- Attention to detail and concentration
- Awareness of his/her own limits and strengths
- Analytical and problem solving
- Resilience
- Mental agility
- Foresight/anticipation
- Cognitive flexibility
- Effective communication
- Leadership
- Teamworking
- Stress management
- Conflict management
- Administrative task management
- Openness to innovation
- Situation awareness and risk assessment
- Emotional intelligence and empathy
- Achievement orientation
- Proactivity and initiative
- Commitment
- Being a mentor
- Self-criticism

33. In your opinion, can you become a great neurosurgeon without the skills and behaviours mentioned above? *

Contrassegna solo un ovale.

- Yes
- No

Final remarks

All done! Thank you for spending some of your valuable time on assisting us.

34. Are there any final comments you'd like to add?

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