# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - I don't see myself as being that much hands on. Also the culture and work life balance is not something I see myself enjoying in the future. The residents work an insane amount of hours and have to function on next to no sleep which I doesn't appeal to me. The culture of surgery can also be intimidating and it can be a very unwelcoming environment.

What needs to change? - Culture change

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Mysoginy and the residency

# Age 26.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Lifestyle mainly, and personalities that I worked with in surgery are not what I look for in a colleague

What needs to change? - Better work-life balance, especially in residency but also as an attending Culture is toxic with a lot of people who are egotistical and "type A" - worked with a lot of hot heads who only cared about themselves and not the others in the OR room or the patient

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - I was very interested in a surgical specialty and was planning on pursuing, but in third year rotations I experienced a different specialty that better fit with my overall goals and values as a future physician

What needs to change? - I only had very positive experiences in surgery. There was nothing about the culture or expectations that turned me away from the specialty.

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Learning Culture, time demand,

What needs to change? - The culture around having a life outside of surgery is almost frowned upon and looked at as being less committed to the speciality. The mentality that surgeons are the "top dogs"

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Long and unpredictable hours, poor work-life balance, culture is not very friendly and does not seem to prioritize personal wellbeing

What needs to change? - The above listed factors would have to be improved

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - The lifestyle during residency.

What needs to change? - The hours during residency don't seem healthy or safe to me, particularly residents working "home call" for 72 hours when they're in the hospital operating for most of those hours. There's also a culture of devoting your life to the operating room, even when you're a staff surgeon, that I don't agree with.

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Because of the staff/residents. not the type of people I would want to work with- minimal collegiality

What needs to change? - Absolutely. Surgery itself is wonderful. it's life saving. it's interesting. Unfortunately, the second I stepped into clerkship in surgery, I was made to feel unwelcome. unlike other specialities where they try to convince the clerk to join, surgeons do the opposite. The communication between surgeons to patients is also appalling, to be frank. I have never witnessed such crude breaking of bad news than I did in my surgery block.

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - difficult lifestyle in residency, poor job market, poor mobility, workplace culture does not prioritize work/life balance

What needs to change? - better work-life balance

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Culture of surgery, long hours, long residency, I can see a life other than surgery

What needs to change? - More work life balance. Culture such that eating lunch at lunch time is not considered slacking etc.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Not skilled with hands. Prefer lifestyle specialties.

What needs to change? - No

# Age 26.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

What needs to change? - 5am starts and poor job prospects after with no work life balance was challenging to consider it as a specialty.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - I was not interested in the hours, always being tied to the hospital.

# Age 24.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - During my surgical rotations I experienced extremely disrespectful behaviour of staff towards residents and medical students. Name calling, insinuating stupidity. Extreme arrogance. I would never want to be associated with this profession.

What needs to change? - The culture

# Age 25.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - Lifestyle; culture; personalities.

What needs to change? - I would pursue if it weren't for the above reasons

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

What needs to change? - lifestyle factors

# Age nan - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - culture

What needs to change? - Hierarchical culture, call requirements, limiting job opportunities (depending on the specialty) and overall poor work-life balance

# Age 26.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Don't enjoy operating enough to deal with all the culture issues

What needs to change? - Long hours, mean environment for learners, over worked compared to other specialities, etc

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Because the residency and staff life is too demanding and is not conducive to having a life outside of medicine, from what I've seen and heard.

What needs to change? - Yes, if the culture was more supportive of having a life outside of medicine.

# Age 29.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Long hours, weekend long call as senior resident, expected to not take post call days, majority of residents do not seem happy. Most likely will have to do a fellowship as well

What needs to change? - Better call system, protected post call days.

# Age 27.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - Lifestyle, particularly in residency

What needs to change? - More humane residency (in terms of hours especially)

# Age 29.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Reasons for enjoying surgery not the reasons I went into medicine. Would not be able to maintain the work-life balance I'm looking for at this stage of my life.

What needs to change? - Less 'all consuming' residency training. More extensive patient interactions.

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Length & intensity of training, culture, difficulty to manage family & relationships, technical skill, endurance needed, ability to survive on little sleep

What needs to change? - Culture shift, shorter shifts/less call

# Age 26.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Training is too long. Culture of surgical subspecialties can be unsupportive. I'm more interested in a more general field.

# Age 25.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Interested in primary care.

What needs to change? - Unlikely.

# Age 29.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - job opportunities, length of training, decision made with partner

What needs to change? - Job opportunity and flexibility

# Age nan - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - The culture is terrible in my experience. The hours are unnecessarily long. Not worth it.

What needs to change? - Hours need to be more reasonable (and YES it can be done). We need post call days. No one should be operating post call. The culture needs to change. Stop treating each other like angry entitled children.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - Maybe- it is interesting stuff but I have heard the residency is very demanding and the job market can not be so good

What needs to change? - 1. Less demanding residency 2. Better job opportunities within Canada upon graduation

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Prefer primary care

What needs to change? - I find it physically difficult, and I prefer to spend time interacting with patients

# Age 37.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Poor job availability in general (I don't want my career to dictate where I live), and I already have fertility problems and I would expect the long hours and stress of a surgical residency would make children impossible (if they aren't already).

What needs to change? - From my perspective as a clerk I think the programs are unnecessarily long. Residents seem to graduate unsure of b performing bread and butter operations - I think this is because they spend too much time in the first two years off-service/doing scut work that doesn't appear helpful to learning. Part of the reason programs might do this is because the majority of residents go on to do a fellowship, so it seems like most of their independence is earned there. Surgical residency sounds like a bit of a pyramid scheme. In my twenties I think I might have been interested, but now I just don't have the time. And while most of my interactions have been pleasant, some of the most unpleasant people I've met have been in surgery (I'm talking attendings, residents, and fellows).

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Not interested

What needs to change? - No, just not interested in surgical field and lifestyle. (answered below questions as if I was intending to pursue surgery but technically not applicable to me)

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Although I enjoyed my time on surgery, I've enjoyed many aspects of other specialities as well. I'm hoping to pursue a more general speciality that combines both procedure- based aspects with other parts of medicine

What needs to change? - Not particularly

# Age 34.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - I am not that interested in surgery and the lifestyle doesn't really match with my goals and family needs.

What needs to change? - I found a lot of my surgery rotations to be fairly toxic and felt much more comfortable in medical rotations. The culture and lifestyle did not seem that conducive to having a family.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - residents appear to be treated poorly with little regard for their well-being, ignored by preceptors most of the time with little teaching, sent to do scut work rather than core elements of a surgical clerkship, treated like a burden not a learner, long term outlook for work life balance poor

What needs to change? - as someone who initially considered surgery but changed their mind directly as a result of my rotations, the biggest things that would need to change are the OR environment being less hostile towards learners (everyone seems annoyed a student is there most of the time, especially when we don't know the minutiae of expectations the surgeon, assist, resident, and scrub nurses have that seem to vary by OR) and preceptors being more excited to teach and value their medical students and residents.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Time committment required compared to other specialities both in residency and beyond, as well as poor work life balance compared to other specialities.

What needs to change? - Likely need to complete a fellowship in order to get a job adds several extra years of difficult training with poor work life balance. Should the job market improve and the need for extra research and fellowships decrease I may have considered surgery more seriously as a specialty choice.

# Age 28.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

What needs to change? - better work-life balance during training making it more flexible for family planning and improved mental health support. I would enjoy a surgical specialty but am nervous that it would change me as a personal going through the training. Not because of the hard work but what i have heard about the training environments.

# Age 28.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Surgical residency seems very intense and demanding. There are stories of residence not leaving the hospital for days. There seems to be no time for family and personal life, which was a big deterrent for me.

# Age 24.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - Like medicine more than surgery

What needs to change? - Better residency in terms of work-life balance, prioritizing student wellbeing.

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Long hours and difficulty balancing lifestyle. Toxic culture.

What needs to change? - More flexible career, less intense and toxic culture.

# Age 27.0 - Gender (1=F, 2=M) 5.0 - Med Year 3.0

Why not pursue surgery? - lifestyle, primarily. partially for health reasons as well.

What needs to change? - probably not, honestly

# Age 32.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Notoriously difficult work-life balance, and many surgeries were tedious to me after seeing them a few times.

What needs to change? - Better work-life balance, less toxic cultures, happier residents, more job opportunity, less training required (not just fellowship expectations but expectations for masters or PhD, etc.)

# Age nan - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - The lifestyle is not for me. The hours and amount of time on call plus the really horrible stories I hear about surgical specialties. I also do not like the personalities it tends to attract as I find it's a very competitive and cut-throat environment which I am not interested in

What needs to change? - Better hours, better residency treatment, more focus on patient education and better interpersonal environment (especially as a learner)

# Age 23.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - The training is too long. I wouldn't wang that lifestyle. I am more interested in the medicine and connecting with people.

What needs to change? - the culture and the teaching environment improving

# Age 25.0 - Gender (1=F, 2=M) 2.0 - Med Year 2.0

Why not pursue surgery? - Poor job prospects, long training path taking into account fellowships

What needs to change? - Improved job market

# Age 23.0 - Gender (1=F, 2=M) 2.0 - Med Year 2.0

Why not pursue surgery? - Quality of life and future plans

What needs to change? - Better work hours, and despite being really interested in the procedures and theory behind it, I find standing up and having procedures get drawn out for a long time to be kind of boring.

# Age nan - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Considered it but the deciding factor was how much I wanted all my work to be with my hands.

What needs to change? - No.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - bad worklife balance

What needs to change? - better work life balance, more inclusive for women

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Did not enjoy surgical environment, long training hours and hope to match closer to family i.e. competitive

What needs to change? - Less strenuous residency, not having to be on call for rest of life, desire for good work-life balance, not comfortable with alternatives to childcare practices seen commonly among surgical attendings

# Age 23.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - I do want to have a family and I think family medicine seems to have a much better work life balance than most of the surgical specialties. Residency also seems pretty terrible in the surgical specialties.

What needs to change? - Better work life balance, especially in residency.

# Age nan - Gender (1=F, 2=M) 2.0 - Med Year 999.0

Why not pursue surgery? - I dreamed of becoming a urologist but got rejected twice in a row.

What needs to change? - Accessibility to residency programs, especially for low income / 1st generation medical students.

# Age 29.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Lenght training/need fellowship, poor job market ortho, brutal hours residency

What needs to change? - More community programs, more personal life conciliation

# Age 28.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - I didn't like the OR. I like having control over my schedule.

What needs to change? - The residency is really intimidating.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Lifestyle and hours during residency

What needs to change? - more time off for mat leave, post call days, less call, less hours in the hospital

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Decided that the lifestyle wasn't worth it for me. Was worried I wasn't going to be able to continue my hobbies and start a family.

What needs to change? - I wish the culture of surgery was better. I felt like I had to give up my life outside of medicine to pursue a surgical residency, which sucks because it was dream but I felt like I had to let go of that. I saw a lot of residents during my surgical blocks of clerkship who were miserable and regretting choosing surgery because they were getting minimal sleep, were stressed, and were having troubles maintaining a life outside of medicine. I get that you have to work hard so that you are knowledgeable coming out of residency but I wish there was more of a place for balance and residents were more supported

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - It has been presented as having horrible work life balance, being overworked and very difficult to have a family.

What needs to change? - All of the things mentioned above

# Age 29.0 - Gender (1=F, 2=M) 2.0 - Med Year 1.0

Why not pursue surgery? - Work-life balance, competitiveness, culture

What needs to change? - Call-schedule

# Age 23.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Negative experiences with both surgeons and surgical residents, hostile learning environment, condescending staff, many attendings I work with are friendly with residents and do lots of teaching with them but barely interact with medical students, deterring in terms of finding a mentor who would encourage you to pursue their surgical specialty, lots of call, pressure when in the OR to know what to do

# Age 28.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - Long hours, poor work life balance, long residency, toxic residency environment, expectation that job comes before anything else

What needs to change? - Better work life balance. Better pay within residency equating to the hours worked. Reduced hours working once in a staff position

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Poor lifestyle: poor flexibility of hours, no desire to be on call, poor culture/reputation for shame based learning, long residency

What needs to change? - Primarily the culture (especially shame based learning) and the long hours with call (I can't see this changing)

# Age 26.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - Poor work-life balance, lifestyle,

What needs to change? - Better work-life balance, fewer on-call times, better job availabilities. Better support for maternity leaves

# Age 23.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - Not interested in performing surgeries (squeamish, disinterested in anatomy, low confidence in dexterity/hand-eye coordination), dissuaded by the lifestyle and brutal residency culture.

What needs to change? - Better hours and a more supportive environment would help, but I think my disinterest in a procedural specialty is primarily a personal factor with minimal structural influence

# Age 31.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - lifestyle.

What needs to change? - no.

# Age 27.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - no strong interest in surgery, lifestyle too rigorous, did not feel that residents were similar to me in personality

What needs to change? - -better hours -more supportive resident community

# Age 23.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - Horror stories about work life balance, call shifts, toxic environment (especially with Ortho and some others).

What needs to change? - Change in social environment. Some personalities (quieter, less social folk) seem not to flourish. Also, attendings in some specialities are famously toxic (OBGYN, ortho, general surgery, plastics) and would need to change generations and hands.

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - There should be a maybe option here. I have not decided yet.

What needs to change? - Improved work/life balance. I've heard from surgical residents that 15 hour days are a normal occurrence - that doesn't leave time to do basic daily activities to take care of yourself, much less maintain interpersonal relationships.

# Age 27.0 - Gender (1=F, 2=M) 2.0 - Med Year 1.0

Why not pursue surgery? - Long hours in training (residency) and in career

What needs to change? - Maybe if there's a better work life balance, such as shorter shifts or more flexible scheduling Also, because surgical specialities are more competitive when looking for jobs

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Lifestyle

# Age 27.0 - Gender (1=F, 2=M) 2.0 - Med Year 2.0

Why not pursue surgery? - 0 interest in surgery as a technique.

What needs to change? - no, just not interested in performing surgery itself.

# Age 30.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - I do not enjoy the stress of the operating room; the training is too rigorous and long for my preference; the residency match process is too competitive; I am seeking a good work-life balance in my career and I see that being a challenge in surgery

What needs to change? - I don't think there would be anything specific that could change my perspective. It is a challenging discipline by nature, which why such rigorous training and long hours are required. The discipline inherently requires perfection of hands-on skills in the operating, which you have to enjoy practicing in order to master.

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - I want to have children and not have the demands of a surgical residency

What needs to change? - More maternity considerations

# Age 22.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - Not comfortable with cutting people

# Age 27.0 - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Poor work life balance

What needs to change? - Better training experience and work life balance

# Age nan - Gender (1=F, 2=M) 2.0 - Med Year 4.0

Why not pursue surgery? - Culture, work hours, post-call operating being unsafe

What needs to change? - culture around feedback and teaching styles are outdated and not up to date with evidence. Post-call operating is expected and residents thus need to do it despite breaching working hours. Rampant narcissism and high egos that often makes operating rooms toxic for most involved.

# Age 36.0 - Gender (1=F, 2=M) 1.0 - Med Year 4.0

Why not pursue surgery? - Lifestyle is incompatible with what I'm looking for.

What needs to change? - Better work life balance.

# Age 28.0 - Gender (1=F, 2=M) 2.0 - Med Year 3.0

Why not pursue surgery? - Not interested in that area of medicine, feel like I have different set of skills that would be suited elsewhere.

What needs to change? - I believe that my skills as a physician would be better suited in other areas of medicine. However, the long hours, call shifts, and stereotypical negative atmosphere of residency in surgical fields definitely further reduce my interest in these areas

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - The hours and length of training are not conducive to having a family.

What needs to change? - I would have considered it if I didn't hear that every surgical subspeciality does not lend itself to a work life balance. I think there are systemic issues as well as PR issues.

# Age 27.0 - Gender (1=F, 2=M) 1.0 - Med Year 2.0

Why not pursue surgery? - I would love to be a surgeon. But the length, difficulty and timing of residency training is not conducive for a woman starting a family. My residency will be during my prime child-bearing years and I do not want to give these up for my career. Additionally, the on-call and long hour work schedule for attending surgeons is also not conducive for me to be the involved parent I want to be for my children.

What needs to change? - See above. Ultimately, the structure of residency and surgical work flow does not support child-bearing or effective child-rearing in my opinion. Major overhauls to the surgical/residency system would be needed for this to change. In essence, the current system seems to be made for young men.

# Age 26.0 - Gender (1=F, 2=M) 2.0 - Med Year 1.0

Why not pursue surgery? - Lifestyle not compatible with my family-centeredness

What needs to change? - Fewer calls and better hours during residency (<50 hrs/wk)

# Age 25.0 - Gender (1=F, 2=M) 1.0 - Med Year 3.0

Why not pursue surgery? - Not the best fit for me

What needs to change? - No

# Age 24.0 - Gender (1=F, 2=M) 1.0 - Med Year 1.0

Why not pursue surgery? - residency lifestyle, length of training

What needs to change? - residency lifestyle - long hours, culture that neglects mental health