

## **Family Medicine Professional Choices (FMPProC)**

### **Situational Judgement Test**

### **Applicant Information FAQs**

Please read this carefully as there is a lot of important information about FMPProC that you should be aware of ahead of sitting this test.

#### **What is FMPProC?**

- FMPProC is a Situational Judgement Test (SJT).
- Situational Judgement Tests (SJTs) are designed to assess applicants' judgement regarding situations encountered in the workplace or during training. Applicants are presented with a set of hypothetical based scenarios and asked to make judgements about possible responses.
- Applicants' responses are evaluated against a pre-determined scoring key to provide a picture of their situational judgement in that particular context.
- SJTs have become increasingly popular over the last 20 years and are used mostly in large-scale selection processes, often at the shortlisting stage, but can also form part of workplace assessment to highlight employee development needs.
- The research literature indicates that SJTs have significant validity in predicting job performance and can offer incremental validity over methods such as ability tests and personality questionnaires.

#### **How was FMPProC developed?**

- The development of FMPProC has been carried out by researchers from Work Psychology Group (WPG), in collaboration with members of the FMPProC Team and Program Directors from the participating programs.
- This SJT has been designed to measure 4 attributes that are considered important for a career in Family Medicine in Canada: empathy & compassion, adaptability, collaboration, and professional integrity.
- The scenarios are designed to reflect important real-life situations to test applicants' judgement, attitudes, and ethical values rather than knowledge or clinical skills. The scenarios have been contextualized to reflect the role of a Family Medicine Resident in Canada.
- The SJT has also been developed in collaboration with a diverse range of stakeholders to ensure fairness and representation of a diverse range of scenarios and characters.

#### **How does FMPProC ensure no specific group of candidates is at a disadvantage?**

- The development and modification of the scenarios in FMPProC involved input from several leaders with different perspectives, roles, and experiences. This included Family Physicians, Educators, FM Residents and Medical Students, Indigenous Health, Rural and Remote FM, 2SLGBTQ+, anti-racism, IMG and more. This specifically included groups under-represented in medicine to ensure, as much as possible, that no group is disadvantaged by the test format or content.

- FMPProC was also piloted with new PGY1 FM Residents in October 2021 and the test was fully psychometrically evaluated in the 2022 selection cycle with good results.

### **Is there a time limit for this test?**

- Applicants will have 60 minutes to complete the test.
- Within this time, you will be presented with 25-30 scenarios following which you will be asked to rate or rank the desirability of a series of options in response to the scenario.

### **What if I have any specific accommodation requirements?**

- If you are a Canadian Medical Student, and you have not requested this at the time of registration, please email [admin@fmproc.com](mailto:admin@fmproc.com) requesting accommodation and provide a letter from your University, detailing what accommodation has been agreed on and we will apply the appropriate accommodation, based on this, to your test.
- If you are an International Medical Graduate, and you have not requested this at the time of registration, please email [admin@fmproc.com](mailto:admin@fmproc.com) requesting accommodation and provide a letter confirming the specific accommodation agreed upon for you by a recognized medical examination organization in Canada; Medical Council of Canada (MCC). This would include any confirmation letter related to the NAC OSCE as this is overseen by the MCC. We will apply the appropriate accommodation, based on this, to your test.
- This information will not be shared with any of the Programs you apply to.
- To ensure the appropriate accommodation is applied to your test, please request and send the appropriate documentation before the registration deadline.

### **When and where will I need to complete FMPProC?**

- The test will be offered during two different times:
  - The first test window is open from December 1st, 2022 8AM EST to December 15th, 2022 8AM EST.
  - The second test window is open from January 17th, 2023 3PM EST to January 24th, 2023 3PM EST.
- When you do this, during this test-window, is completely up to you.
- Registrants can take the SJT at a location of their choosing, including their own home. We advise applicants complete the test at a time and location when they can guarantee they will be uninterrupted.

### **How do I access the test and how does the system know its me?**

- You will be sent the link to the test approximately 1-2 days before the test window opens. Please keep this document handy to review ahead of commencing the test.
- When you are ready to complete the test, please use your CaRMS ID number as your password to access the system.
- You will be asked to take a photo of yourself before commencing the test. The system ensures it can read the face in the picture and then continues. The system will then ask you to hold your

government-issued ID up to the camera. Once again, the system will ensure it detects the face in the Government-issued ID before continuing. The system must be able to confirm that the first picture of you and the Government-issued ID picture match before continuing.

### How does the system monitor for suspicious activity during the test?

- During the test, the system randomly selects a photo-grab from candidates sitting the test and compares them with their initial photo. The system also monitors for multiple faces, new faces, looking down or to the side too much, or other suspicious activity, like changing browser windows or taking screenshots during the test etc. You will be notified if the system detects any suspicious activity, and this will be flagged for review by the FMPProC team upon completion of the test.
- Review of any suspicious activity will be completed by 2 Program Directors on the FMPProC Team. This will be based on CaRMS ID only and includes review of a recording of the activity identified.
- The Program Directors will determine the outcome of their review as either to assign the score achieved by the candidate, with no further action taken, or to not assign a score. Applicants not assigned a score after this review will be informed of this decision. There is no appeal mechanism.

### What technological requirements will I need?

- To sit the SJT, applicants are required to have access to a modern web browser, with reliable internet and a device that has a camera. Acceptable browsers include Chrome, Edge, Firefox, Safari, or Opera, and the software needs to have been updated since 2018.
- If you experience technical difficulties during the test, please contact [support@hravatar.com](mailto:support@hravatar.com) (in English or French) referencing your CaRMS ID (in the format XX-111-XX-111), and the technical difficulties that you experienced.
- Important: You will receive a response to your email within 48 hours.

### How do I prepare?

- No preparation is needed for this test apart from reading the instructions and reviewing the example questions provided below and at the start of the test.
- This SJT does not assess clinical knowledge, and there is no need to study for the test. Completing the example questions to familiarize yourself with the style of scenarios and items will be sufficient preparation.
- This SJT has been contextualized for Family Medicine so accessing any generic SJTs available online, as a means of preparing for this test, may be disadvantageous.

### What are the question types?

There are 2 types of scenarios within the SJT:

- **Rating** - You will be asked to independently rate each of the 4-8 response options on a 5-point scale (e.g., between 'very appropriate' and 'inappropriate'), in order of their appropriateness or importance, in responding to the situation.
- **Ranking** - You will be asked to rank the 5 response options presented in order of their appropriateness or importance in response to the situation.

**Please note:** Your answers are marked by comparing your responses to a standard set by a panel which included Canadian Family Medicine Physicians and residents. A near-miss scoring convention is used, meaning that marks are given based on how close you are to the correct answer. There is no negative marking; you are therefore expected to attempt all questions.

**Example of a Rating Scenario**

“Lola is observing a patient consultation in a Family Medicine Clinic. The patient has attended as he has a rash on his stomach that he has had for a long period of time and is concerned about. The patient removes his shirt to have the rash examined and makes a joke about his own weight at the same time. Lola laughs at the patient’s joke; however, the patient looks upset and offended by this.”

Response Instructions: How desirable are *each* of the following responses by **Lola** in this situation? (Extremely desirable; Slightly desirable; Neither desirable nor undesirable; Slightly undesirable; Extremely undesirable)

NB-Please remember to consider the response for each possible action **independently from the other possible actions** (i.e., it is possible to apply a response such as “Slightly desirable” to more than one option).

	Extremely desirable	Slightly desirable	Neither desirable nor undesirable	Slightly undesirable	Extremely undesirable
Acknowledge to the patient that she should not have laughed.					
Make a joke about her own weight to the patient					
Continue to laugh at other things during the consultation					
Ask the patient if she has offended him					
Apologize to the patient for laughing					
Ask the patient if there was a reason that he made a joke about his weight					
Ask the patient if he would be happy for her to remain in the room for the remainder of the consultation					

### Example of a Ranking Scenario

“Nullah has been working as a resident in a rural Family Medicine Clinic for three months and a patient, Ms. Verne, has come in reporting that she has severe abdominal pain. This is the third time Ms. Verne has come in with the same condition and Nullah has conducted all her previous assessments. Nullah greets the patient in the waiting room but when Ms. Verne sees him, she says “No, I do not want you as my doctor again. You cannot find out what is wrong with me. Please go and get a more experienced doctor.”

Response Instructions: Rank in order of appropriateness the following actions that Nullah could take in response to this situation (1= Most appropriate; 5= Least appropriate).

NB- Please remember to consider the response for each possible action **in relation to the other possible actions** (i.e., so each rank 1-5 can only be applied once).

	Rank
Assure the Ms. Verne that he will do his best to find out the cause of her pain.	
Ask his supervising physician to assure Ms. Verne that he is capable of assessing her.	
Offer to find a more senior colleague to assess her instead.	
Remind Ms. Verne that he is qualified to assess her.	
Suggest to Ms. Verne that she return another day when he is not working.	

### What happens to my FMProC score?

- Your score, matched only to your CaRMS ID number, will be shared with all participating Programs approximately 2-3 weeks after each test window closes. Scores will not be shared outside the participating Programs and because the scores are referenced by CaRMS ID numbers, only the Program or Programs you apply to will be able to match your score to your name/application.

### How will Programs use my FMProC score?

- Each of the programs will individually decide what weight to assign the FMProC score as part of your overall selection score and ranking. Please note there is no pass/fail score. The scores are used simply as additional ranking information i.e., compared to other applicants.

**If I complete FMProC but don't match to any of the participating Programs in the 1<sup>st</sup> round, will my score be considered in the 2<sup>nd</sup> round of the CaRMS cycle if I apply to any of the participating programs?**

- This will be up to the individual programs to decide if and how to use your FMProC score.

### Do I receive my FMProC score?

- You will be informed of your score, along with an indication of the overall quartile in which your score sits, approximately 2 weeks of the closure of the test window.
- When you receive your score, **please upload the document into your CaRMS account and assign the results to the programs requesting FMProC.** Scores from the first test window must be uploaded before the CaRMS Document upload deadline to ensure your application package

remains complete. Scores from the second test window must be uploaded by February 7th, 2023 at 11:59PM EST. Both CaRMS and the participating programs are aware that scores from the second test window will be delivered after the CaRMS application deadline.

### **How do I give feedback about FMPProC when I have finished the test?**

- Upon completion of FMPProC, you will be asked to complete a short, anonymous post-test evaluation that will only take 5 minutes of your time. This utilizes a separate survey platform to gather this data from the one used for the test.
- Following 1<sup>st</sup> round match day, Canadian Medical Graduates are also asked to complete an annual, anonymous survey about the *fairness* of the selection processes they have experienced in applying to FM Programs. This includes questions about SJTs, like FMPProC.
- Finally, although not directly related to providing feedback, by agreeing to the use of your de-identified data in the demographics study, you will be helping to develop the evidence for the test's fairness, reliability, and validity in FM Residency selection.

### **If I completed the test during the first test window, am I allowed to write the test again during the second test window?**

- No, you are only permitted to complete the test once per CaRMS cycle.

### **What if I changed my mind about applying to Programs requiring FMPProC after I registered?**

- You can request your registration costs to be refunded by contacting the FMPProC Project Coordinator at [admin@fmproc.com](mailto:admin@fmproc.com). The deadline to request a test refund for both test windows is January 24th, 2023 3PM EST.

### **If I have questions about FMPProC, who do I contact?**

- Please contact the FMPProC Coordinator ([admin@fmproc.com](mailto:admin@fmproc.com)) for any questions regarding your registration or FMPProC.
- If you experience technical difficulties during the test, please contact [support@hravatar.com](mailto:support@hravatar.com) (in English or French) referencing your CaRMS ID (in the format; XX-111-XX-111) and the technical difficulties that you experienced.
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