

## **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, team 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 subject matter experts and 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 and 2023 selection cycles with good results.

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

- Applicants will have 75 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 by November 3<sup>rd</sup>, 2023, for the 1<sup>st</sup> test round and before March 25<sup>th</sup>, 2024, for the 2<sup>nd</sup> test round.

### What if I am applying to French and English-speaking programs?

- You only need to register and complete the test once in your preferred language.

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

- The test will be offered during two different times:
  - The test window for 1st round CaRMS is open from October 31<sup>st</sup>, 2023, 8AM EDT to November 14<sup>th</sup>, 2023, 8AM EST.
  - The test window for 2nd round CaRMS is open from March 13<sup>th</sup>, 2024, 10AM EDT to March 27<sup>th</sup>, 2024, 10AM EDT.
- 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 long is the test valid for?

- The test is only valid for the current CaRMS selection cycle.
- If you are applying in the 1<sup>st</sup> and 2<sup>nd</sup> rounds, you only need to write the test once in the 1st round.

### Why is there an overlap between the registration period and testing window?

- In response to feedback from previous applicants, the FMPProC project team developed a new workflow to allow more registration flexibility. Please review the dates carefully.
- Requests to register or to sit the test outside of the posted deadlines will not be considered.

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

- 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 Google Chrome, Edge, Firefox, Safari, or Chromium based browsers. The software needs to be the most updated version.
- If you experience technical difficulties during the test, please contact [support@evolveassess.com](mailto:support@evolveassess.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 should receive a response within 24 hours. **Support services are not available over weekends so it may be Monday before you receive response.** This is another reason why you should sit the test as soon as possible rather than waiting till right before the test window closure deadline.

## How do I prepare?

- No preparation is needed for this test apart from reading the instructions and reviewing the example questions and rationale statements available at [www.fmproc.com](http://www.fmproc.com).
- This SJT does not assess clinical knowledge, and there is no need to study for the test.
- 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 desirable' and 'very undesirable'), in responding to the situation.
- **Ranking** - You will be asked to rank the 5 response options presented in order of their desirability in response to the situation (from 'most desirable' to 'least desirable').

**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; therefore, you are expected to attempt all questions.

Additional practice examples of both types of questions are available on [www.fmproc.com](http://www.fmproc.com).

### 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? (Very desirable; Somewhat desirable; Neither desirable nor undesirable; Somewhat undesirable; Very 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 “Somewhat desirable” to more than one option).

	Very desirable	Somewhat desirable	Neither desirable nor undesirable	Somewhat undesirable	Very undesirable
Acknowledge to the patient that she should not have laughed.					
Make a joke about her own weight to the patient					

	Very desirable	Somewhat desirable	Neither desirable nor undesirable	Somewhat undesirable	Very undesirable
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** the following actions for Nullah to take in response to this situation (1= Most desirable; 5= Least desirable).

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 FMPProC score?

- Your score, matched only to your CaRMS ID number, will be shared with all participating Programs and CaRMS before the application deadline. Scores will not be shared outside the participating Programs (except to CaRMS) 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.

## Do I receive my FMProC score?

- Your FMProC score will be submitted to CaRMS and automatically uploaded into your individual applicant account.
- You will receive an email notification from CaRMS when the FMProC score has been uploaded into your account.
- If a program has requested a FMProC score and you have not assigned it, you will receive a warning in the system. More information is available on the CaRMS Help Centre.
- NB-You will still need to assign your score to the programs that have requested it, just like you would assign documents to programs.

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

- Upon completion of FMProC, 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 FMProC.
- 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 1<sup>st</sup> test window, am I allowed to write the test again during the 2<sup>nd</sup> 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 FMProC after I registered?

- You can request your registration costs to be refunded by contacting the FMProC Project Coordinator at [admin@fmproc.com](mailto:admin@fmproc.com). The deadline to request a test refund for the 1<sup>st</sup> round CaRMS testing window is November 14<sup>th</sup>, 2023, 8AM EST. The deadline to request a test refund for the 2<sup>nd</sup> round CaRMS testing window is March 27<sup>th</sup>, 2024, 8AM EDT.

## If I have questions about FMProC, who do I contact?

- Please contact the FMProC Coordinator ([admin@fmproc.com](mailto:admin@fmproc.com)) for any questions regarding your registration or FMProC.

- If you experience technical difficulties during the test, please contact [support@evolveassess.com](mailto:support@evolveassess.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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