

ST3 Intensive Care Medicine Interviews 2025

Commitment to Specialty Scoring Matrix

1. Drivers for a career in ICM	
Descriptor	Score
No evidence of suitability for a career in ICM - e.g. no understanding of the training programme, lack of self awareness, vague.	0
Little evidence of suitability for a career in ICM	1
Limited evidence – some themes but not backed up, relating to a career in ICM. Some understanding of the main aspects of the training scheme.	2
Some evidence of good drivers for a career in ICM	3
Strong evidence of suitability for a career in ICM - e.g. excellent understanding of the training scheme and what they are suited to and what they need to work on.	4

2. Managing self and strengths	
Descriptor	Score
No evidence of self management or awareness of personal strengths	0
Little evidence of self management, some limited awareness of personal strengths	1
Limited evidence of self management, limited awareness of personal strengths. Lacks structure and organisation of answer. Awareness of self-rudimentary and needs development	2
Some evidence of self management, but whole picture not clearly described, some structure to answer but not fully developed.	3
Strong evidence, with clear explanation and sense. Strong understanding of ICM and how their personality and experience benefits this and what areas will be a challenge to self.	4

3. Approach to potential difficulties/weaknesses	
Descriptor	Score
No difficulties/weaknesses raised. Fails to identify problems or solutions. Inability to see problems or complexities.	0
Little evidence of awareness of difficulties/weaknesses. Unable to prioritise/disorganised approach.	1
Limited evidence or awareness of difficulties/weaknesses – some highlighted but poor approach to managing them suggested. Poor understanding of what difficulties may occur and how to manage them.	2
Some awareness of difficulties/weaknesses. Identifies more than one solution and weighs value of each. Some disorganisation in approach but not causing concern.	3
Strong awareness and insight into difficulties/weaknesses. Identifies several solutions and weighs value of each. Any disorganisation in approach has a minor impact.	4

4. Communication Skills	
Descriptor	Score
Poor communication skills – e.g. speaking far too fast, unclear, no structure, lots of extraneous hand movements etc.	0
Few communication skills – Some clarity but weaknesses apparent. Poor structure. Fast speech	1
Limited communication skills – mostly clear and concise but improvements possible. Probably lacks reflection	2
Average communication skills – candidates are clear and communicate well, but lack excellence	3
Excellent communication skills – all round excellent communication skills. Good reflection on communication.	4

5. Organisation and planning of ideas	
Descriptor	Score
No organisation or planning of ideas. Imprecise, rambling communication of ideas and lacks focus. Jumps straight in.	0
Little organisation of ideas but overall imprecise/lacking organisation and focus.	1
Basic organisation of ideas, mostly precise but lacking focus. Some planning but more would be beneficial.	2
Some organisation of ideas, mostly precise and mostly but not wholly focused.	3
Clearly organised presentation of relevant information and ideas. Excellent planning and exceptional organisation of ideas.	4

6. Global Rating Score	
Descriptor	Score
Performance below standard in all respects or significant issue ordering thoughts and experiences, decision making, team working or reflective practice. Demonstrates inadequate level of commitment to specialty from answers provided.	0
Performance borderline e.g. limited ability to demonstrate ordering thoughts and ideas, decision making, team working or reflective practice. Demonstrates low level of commitment to specialty from answers provided.	1
Performance typical e.g. demonstrates ability for ordering and presenting ideas, decision making team working and reflective practice. Evidence of commitment to specialty from answers provided.	2
Performance above standard in most respects e.g. good ability for presenting ideas and experiences, decision making, team working and reflective practice, demonstrated by answers and examples given. Significant evidence of commitment to specialty.	3
Performance above standard in every respect e.g. exceptional ability for evidence of commitment to specialty, decision making, team working and reflective practice, demonstrated by answers and examples given. Outstanding evidence of commitment to specialty.	4