ST3 Intensive Care Medicine Interviews 2026

Task Prioritisation Scoring Matrix

1. Conceptual thinking	
Descriptor	**Score**
No evidence of thinking through options. All issues dealt with narrowly or dogmatically. Makes immediate decisions with no evidence of thinking through the consequences	**0**
Little evidence of thinking through options. Immediate assumptions/does not openly consider the options and little consideration given for the consequences. Answers are inflexible.	**1**
Limited evidence of thinking/seeing beyond the obvious. Uses common sense but mainly makes immediate assumptions/does not explore the options which might cause concern.	**2**
Satisfactory evidence of thinking beyond the obvious. Anticipates obstacles and thinks ahead. Only occasional assumptions made which do not cause concern.	**3**
Strong evidence of thinking/seeing beyond the obvious. Anticipates obstacles and thinks ahead. Is analytical and flexible with options. Any assumptions made are minor in impact. Uses past experience to inform decisions.	**4**

2. Problem solving	
Descriptor	**Score**
Fails to identify problems or solutions.	**0**
Little evidence of attempting to solve the problem. Unable to prioritise/disorganised approach.	**1**
Breaks down some of the more complex tasks but remains unable to prioritise. Is disorganised in approach. Some statements might cause concern.	**2**
Systematically breaks down complex tasks. Identifies more than one solution and weighs value of each. Some disorganisation in approach but not causing concern.	**3**
Systematically breaks down complex tasks. Identifies several solutions and weighs value of each. Any disorganisation in approach has a minor impact.	**4**

3. Empathy and sensitivity

Descriptor	Score
Shows none / Lacks sufficient respect for others e.g. uses language of orders rather than consultation "I will tell…" rather than "I would ask…."	0
Little evidence of taking account of colleague perspective. Appears authoritarian either in language used or in not checking back others' willingness to take on assigned tasks.	1
Some evidence of responding to needs/concerns but making assumptions that might cause concern in the workplace.	2
Responds to tasks with some evidence of interest/understanding in the perspective of others in the team when making decisions that affect them. Where this is lacking there is no cause for concern.	3
Responds to tasks with interest/understanding in the perspective of others when making decisions that affect them. Explains how uncertainty/unwillingness in others might affect the responses/decisions made. Acts in an open manner using language like "I would ask".	4

4. Team-working and managing others

Descriptor	Score
No evidence of team working/managing others.	0
Some evidence of working with others described as present in the questions and examples of this being ineffective use of personnel.	1
Evidence of working with others described. Some evidence of leadership in terms of using personnel appropriately.	2
Evidence of working effectively with others. Satisfactory evidence of leadership and motivating others in terms of using personnel appropriately. May consider novel/unusual solutions involving another staff group or team.	3
Able to work effectively in a multi-professional team. Evidence of leadership skills and ability to motivate others/make decisions. Supervises junior colleagues or considers sensible use of multiple other personnel not described in the question.	4

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5. Time management

Descriptor	Score
Is disorganised in approach. Takes on all tasks themselves.	0
Attempts made to organise tasks but unrealistic estimate of size of problem/time taken to do tasks.	1
Sets some realistic goals but unable to outline time management effectively to achieve them.	2
Sets some realistic goals and able to outline time management effectively to achieve them.	3
Sets realistic goals and prioritises tasks. Uses planning/scheduling to meet objectives and is realistic in time goals.	4

6. Global rating score

Descriptor	Score
Performance below standard in all respects or significant issue demonstrating dangerous / worrying level of ability in prioritising tasks, decision making, communication, team working or reflective practice. Demonstrates inadequate level of commitment to specialty from answers provided.	0
Performance borderline e.g. limited ability to demonstrate prioritising tasks, decision making, communication, team working or reflective practice. Demonstrates low level of commitment to specialty from answers provided.	1
Performance typical e.g. demonstrates ability for prioritising tasks, decision making, communication, 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 prioritising tasks, decision making, communication, 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 prioritising tasks, decision making, communication, team working and reflective practice, demonstrated by answers and examples given. Outstanding evidence of commitment to specialty.	4