

## ICMNRO Recruitment Guidance

### Assessment Matrix

	CS	CT/PS	TM	PI	ES	Team	DM
Portfolio	✓			✓			
Presentation	✓		✓				
Clinical Scenario	✓	✓	✓				✓
Reflective Practice	✓		✓	✓			✓
Task Prioritisation	✓	✓	✓	✓	✓	✓	✓

This matrix illustrates the key behavioural indicators that are assessed in each component of the interview process. The indicators are:

**CS:** Communication skills (active listening, clarity of explanation)

**CT:** Conceptual thinking (capacity to think/ see beyond the obvious, with an analytical but flexible mind)

**PS:** Problem solving (maximises information and time, efficiently and creatively)

**TM:** Time Management: (capacity to exercise conscious control over the amount of time spent on specific activities, especially to increase efficiency or productivity).

**PI:** Professional Integrity (capacity and motivation to take responsibility for own actions (and thus mistakes). Respects/defends contribution and needs of all)

**ES:** Empathy and Sensitivity (capacity and motivation to take in a patient/ colleague perspective, and sense associated feelings. Generates a safe/ understanding atmosphere)

**Team:** Team working/ managing others (ability to contribute to and facilitate decision making; able to work in partnership with colleagues; capacity to provide leadership, delegate appropriately and effectively manage staff and resources)

**DM:** Decision making (clear decisions whilst demonstrating integrity)

Questions on the application form and stations at the selection centre have been developed to give you the opportunity to display these attributes as they are important for quality and success in the practice of a career in intensive care medicine.

The portfolio, presentation, clinical scenario and task prioritisation stations will require you to interact with some assessors, whilst the reflective practice station is a written assessment marked separately and judged purely on the content of what you have written.

The stations have been designed to be fair to all applicants regardless of training background or stage of training. The marks therefore concentrate on how well you can demonstrate your approach to the questions, not necessarily whether your answers are 'correct' or 'incorrect'.

Extremely poor performance at any single station may result in a candidate being deemed unappointable. However, all candidates whose performance at any station may result in such a decision, *and who would otherwise be deemed appointable*, are discussed by all assessors prior to any final decision.