<https://jobs.ufhealth.org/allied-health/pharmacy/residency-program/pharmacy-practice/>

We are pilot testing a new tool that will be used to assist us in selecting the strongest residency applicants for onsite interviews. This year, the tool is a required part of the application so that we can gather sufficient data to be able to identify if this will assist us in the selection process in the future.

The tool helps us to assess non-cognitive pharmacist attributes such as:

* Self-directed learning & personal accountability
* Personal integrity & ethics
* Empathy & compassion for others
* Team collaboration & respect for colleagues

There is nothing you should do to prepare to complete this tool. After submitting your application to our residency program, a link to access the tool will be emailed to you within 10 days. The link is personalized to your application. Please do not share the link with other program applicants.

If you do not receive a link to the tool within 2 weeks of submitting your application, please email Martina Holder, PharmD, BCPS ([holdmc@shands.ufl.edu](mailto:holdmc@shands.ufl.edu)).

You will be given 60 minutes to independently complete the tool and it can be done at the location of your choice. You will not be able to return to scenarios you have already completed. We recommend you find a quiet location with a stable internet connection, as it must be completed all at once.

Instructions for completing the tool are below. These instructions will also be provided on the first page of the electronic version of the tool. We are providing these instructions to you now so you know what to anticipate before accessing the tool for the first time.

* In this tool you will be presented with scenarios based in a pharmacy practice context that you are likely to encounter while you are a pharmacy resident.
* All scenarios will be based around the key professional attributes which have been identified as being important in the role of a pharmacy resident.
* *When responding, please answer as a pharmacy resident* ***should*** *respond to each of the scenarios.* We appreciate that you may sometimes feel that you would like more information before answering but please give your best answer based on the information provided in the scenario.

**Please Note:**

* This tool consists of **30 scenarios** in total. Please make sure you read the instructions for each question carefully.
* You will have **60 minutes** to complete the tool.
* Please answer all questions. There is **no** negative scoring.

**Response Instructions**

* The tool consists of 30 scenarios with each scenario being followed by between 5 and 8 response options. Please **rate the *appropriateness* of each of the options.**
* Each option should be treated as independent; that is your judgement as to the appropriateness of a particular response option should not depend on your judgement of the other options and you should not attempt to make comparisons between the options.

1. An option is ***a very appropriate thing to do*** if this is a very good thing to do in response to the scenario and one that will address at least one aspect (but not necessarily all aspects) of the situation.
2. An option is ***appropriate, but not ideal*** if this is something that could be done, but is not necessarily a very good thing to do in response to the scenario.
3. An option is ***inappropriate***, ***but not awful*** if this is something that should not really be done, but would not be a terrible thing to do in response to the scenario.
4. An option is ***a very inappropriate*** ***thing to do*** if this is something that should definitely not be done in response to the scenario and would make the situation worse.

* Within a single scenario,each rating (from 1-4) **can be used more than once or not at all**; for example all response options can be given the same rating of **very appropriate** if you feel that these are the correct ratings.

**Sample Scenario with Responses and Keyed Ratings**

Kye and Tabitha are first year pharmacy residents. Kye, Tabitha and their co-residents, are working through a patient case during a residency case conference where all pharmacy residents participate with a rotation of pharmacist preceptors present. All the residents are asked to give their input in addressing the patient’s drug therapy problems. Over the course of the activity, Kye notices that Tabitha is not saying anything and appears disengaged from the activity. He has also noticed Tabitha’s lack of participation in previous residency case conference activities.

**Response Instructions:** How **appropriate** are each of the following responses by ***Kye*** in this situation? Options: 1 = A very appropriate thing to do; 2 = Appropriate, but not ideal; 3 = Inappropriate, but not awful; 4 = A very inappropriate thing to do.

1. Discuss Tabitha’s lack of participation with other pharmacy residents during the activity.
2. Continue with the activity without Tabitha’s input.
3. Notify the residency program director of the lack of Tabitha’s participation during pharmacy residency case conferences.
4. Discuss Tabitha’s lack of participation with the other pharmacy residents, without Tabitha after the session is over.
5. Meet with Tabitha alone after the session to discuss concerns regarding her participation.

Answer Key: A=4; B=3; C=2; D=4; E=1