Student Selection into Clinical Training Programs

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- Why is selection important?
  - More applicants than positions
  - Programs want the ‘best’ students
  - APAC accreditation policies
APAC accreditation & student selection

- APAC-accredited four-year program

- Minimum grade level: Honours IIA or better or equivalent

- Interview
Models & theories for selection

- Limited in clinical psychology
- University of Newcastle model for selection of medical students
- Close in professional & ethical positions
- Therefore applicable?
Academic Performance Informed Self-Selection

Applicant Pool

Cognitive Ability & Personality Testing
  - Cognitive Ability
  - Self-Control
  - Resilience
  - Involvement
  - Moral Orientation
  - Lie Scale

Interview Pool

Interview, Behavioural Tasks
  - Interpersonal Skills
  - Decision-Making
  - Presentation
  - Group Work

Entrants Pool

Bore, Munro, & Powis (2009) Model of Medical Student Selection
Value of Interviews

- Interpersonal interactions
- Punctuality & presentation
- Decision-making (scenarios)
- Behaviour under pressure

- Use of ratings by administrative staff
Assessment Content

- Cognitive Ability – Academic Achievement
  - General or Specific
  - Well-known & validated & coachable
  - Commercial, not widely available, less validity data
Assessment Content

- Essential domains:
  - Agreeableness – not detached, not manipulative
  - Emotional stability – not overly reactive or unpredictable
  - Self-controlled – not impulsive or disorderly
  - Neither too judgemental nor too permissive in moral & ethical values

- Links to Big 5 personality domains
Student Selection Issues

- High stakes assessment
- Response distortion:
  - Social desirability:
  - Self-deception
  - Impression Management
- Lie scales
- Extreme scores
Present Study

- Explore utility of Personal Qualities Assessment (PQA) in selecting applicants to professional training
- James Cook University
  - Annual increases in number of applicants:
    - Clinical & forensic strands
    - 160 applicants for 2011
    - 14 accepted
Health Professional Values Survey (HPVS)

- 100 items
- 48 items from NACE: Narcissism, Aloofness, Self-Confidence, Empathy (Nice, Steady & Sane)
- 52 items from Personal Qualities Inventory: Neuroticism, Moodiness, Anxiety, Unreality, Conscientiousness, Self-Control, Permissiveness, Antisocial

HPVS main domains: Involvement, Resilience, Control
HPVS Interpretation

- **Involved:**
  - High – empathy, confidence in dealing with others
  - Low – narcissism and aloofness

- **Resilience:**
  - High – emotional stability
  - Low – neuroticism & vulnerability

- **Control:**
  - High – self-control & conscientiousness
  - Low – disorderliness & permissiveness
Sample

- 160 applicants
- Not used for selection; not available to interviewers or selection panel
- HPVS into Survey Monkey
- 69 responses – 43.1% applicants
- 59 completed HPVS – 36.9% pool, 85.5% responders
Results

- Involved: $\alpha = 0.83$
- Resilience: $\alpha = 0.86$
- Control: $\alpha = 0.81$
Results

![Bar chart showing results for JCU and PQA Database]

- **Involved**
- **Resilience**
- **Control**
Individual Results

- 9 individuals at +/- 2 SDs
  - 5 extreme high on single scales
  - 3 low on single scales, 1 on 2 scales

- 1 extreme score accepted into program
  - 1 to be followed with interest
Group Results

- Applicants with Honours degrees very common
- Contrast accepted candidates \((n = 4)\) with unsuccessful applicants \((n = 24)\)
Involved

![Bar chart showing mean scores for Accepted and Not Accepted categories. The chart indicates higher scores for Not Accepted.]
Resilience

![Bar chart showing mean scores for accepted and not accepted cases.](chart.png)
Control

Bar chart showing:
- Accepted: Series 1
- Not Accepted: Series 1
Future

- Follow current cohort
- Recruit more applicants in 2012 application round
- Recruit from other programs?