Crozier

# CASPer Test Prep

Most applications for graduate / professional schools are concerned with your knowledge and competence as a student - your grades being the main measure. However, your grades and other numerical data do not define who you are as a person, or reflect your personality beyond having the ability to learn material, having a strong work ethic, and time-management skills, etc. I would argue that something equally important to your grades, is how you interact with other human beings, how you behave in tough situations and how you critically think to overcome challenges. This is where the CASPer test comes in – evaluators and program advisors want to know that you are well rounded in your competencies. The CASPer is an open-response situational judgment test that is used to determine how you would react in certain situations. I like to think of CASPer as an opportunity to demonstrate your wonderful traits and assets, ultimately painting a picture of who you are as a person. It's one thing to be a good person, who is ethical, considerate, and morally sound, but you need to be able to communicate this in an effective way. Here are a few strategies that helped me communicate who I am as a person, in an efficient way to impress the evaluators.

**Key things to know when writing the CASPer Test:**

1.) A different person evaluates each section of the test. So, if you feel that you didn't do well on one section, the next section is a brand-new opportunity to start fresh. Just because you don't finish your sentence or can't think of what to write and leave a section blank, doesn't mean that you will "fail" the test. You might not do as well on that section, but you have the next section to make up for it. A brand-new reviewer will be looking at each section with no bias or judgement on your previous answers. Take a deep breath and move onto the next section with a clean slate.

2.) SPELLING IS NOT CONSIDERED. I do not recommend taking the time to review your answers for spelling errors, grammar, or punctuation as this is not accounted for in your evaluation. Content is the key! The evaluators know that you are under pressure and a compressed time frame, so they do not care about your spelling. As long as they get the jist of what you were typing is all that matters.

3.) You may have a lot of great ideas and an excellent responses in your head, but you need to be able to communicate this to be evaluated and complete the test. Typing quickly is a great skill, but even more so, being able to think of pertinent examples on the spot is essential. Therefore it's very wise to prep a bunch of example scenarios beforehand so you can think of your responses faster (see page 3).

4.) Try to answer every question to the best of your ability, even if it's an incomplete thought or sentence - try your best to type it out before you're out of time (some marks are better than zero marks)!

**When I was presented with a written situation and follow up questions, I used this strategy to format my response:**

1. Identify the most pressing issue in the situation (who is most vulnerable, who is at risk, who could be hurt, what could be compromised, etc.)
2. Reserve judgment and gather information (don't assume anything or make harsh conclusions off the bat - is there any missing info? Identify the assumptions, don't jump to conclusions, explain how you would go about gather information, etc.)
3. Determine who is directly and indirectly impacted (who is in the wrong based on the information you gathered, and who is impacted by the situation?)
4. Use if / then statements to offer sound solutions (based on your reasoning, how could this be resolved? Suggest

OR (or use a combination of both)

1. What is the issue?
    1. Give benefit of the doubt but always explain your reasoning, choose the most non-confrontational option, use conditional statements (if then, because)
2. What is the relationship with who's involved?
    1. Friend, employer, stranger, family, patient, clinician, manager, etc.
2. What option do you go with?
    1. Be firm about your choice, explain your reasoning, be empathetic & professional
2. Why?
    1. Provide reason & give example of how you have managed this type of situation in the past, or how you would go about it if it was you

**Typically, in the 2021 version of CASper - a scenario is presented to you (in a written or video format), then you must answer three follow up questions regarding that specific scenario. This is a question I thought of that is similar to what I saw on my CASPer test. Example question(s):** You are an employee of the hospital and work closely with your clinical team. Your team manager receives an anonymous complaint that someone on the team has been accessing patient files in the system for personal gain (i.e., looking up patient information of someone who is not on our floor). You have heard conversations between your colleague, Dave, and another colleague on your team in the lunchroom that suggests Dave is the one who may be looking up patient information of his neighbour.

1. What is the issue in this situation?
2. How would you address this issue?
3. Why is it important for patient information to be confidential and how can you ensure that confidentiality is maintained in the workplace?

**Things to consider incorporating into your responses:**

- Demonstrate understanding of information as partial (i.e., you don't know the whole story) – question your assumptions, be skeptical, but give benefit of the doubt if uncertain
- How will you sort through the information and go about solving the problem? Provide reasoning on this.
- Who would you discuss your decision with? E.g. would you form a team, consult team member with more research, look at best practices within team before solving an issue?
    - Multiple concerns and parties that need to be addressed in the response
- Describe how you would go about acting in a certain scenario. Explain how you would answer questions in a non-judgemental way, sympathise with the dilemma, exercise your actively listening skills, use a kind tone of voice, etc.
- Illustrate follow up to ensure the problem does not happen again, promoting a lasting change

**CASPer Test Core Characteristics:**
The scenarios you see in the CASPer test are testing each of the following qualities below in some manner. My number #1 tip is to take some time to write out different scenarios and personal situations where you have exemplified or portrayed each of these characteristics / qualities or scenarios. When you're done, you will have an inventory of examples to pull from during your CASPer test (try to remember them as best as possible – OR have a few great examples and put a spin on them to fit the situation or objective that you are trying to portray).

Conflict resolution (this is a super common one)

- Describe a time when you had to deal with conflict and how you coped with it?
- How might you handle a similar situation differently should it arise again?
- What would be your strategy if you were faced with a conflict that cannot be resolved?

Collaboration

Communication

Empathy

Equity

Ethics

Motivation

Problem Solving

Resilience

Self-Awareness

**Common CASPer Test Topics & Interview Questions:**
***"Can you tell me about a time when you…."***

- Worked under pressure
- Went out of your comfort zone
- Stuck with something despite various setbacks
- Asked for help when you felt you needed it
- Spoke up against something that was wrong
- Dealt with a difficult person
- Coped with a stressful situation
- Acted unprofessionally
- Had a negative healthcare experience
- Had to practice self-directed/independent learning
- Felt-peer pressured
- Had to adapt
- Came up with a unique solution to a problem
- Made a sacrifice for someone
- Thought clearly during an emergency
- Had to tell the truth / co clean about something
- Overcame a significant challenge
- Worked as a team
- Had a change of attitude/belief
- A time you failed
- A time you worked with others unlike yourself
- A time you navigated a personal crisis (yours or someone else's)
- A time you received unfair treatment or criticism
- When you intervened on behalf of someone else in a public space?
- Succeeded against all odds
- Had a conflict that you overcame
- Advocated for someone/thing
- Had a positive impact on a person/situation

**Helpful Videos:**

https://youtu.be/o7JW6TqT4eU

https://youtu.be/62uzltImdXs

https://youtu.be/TQssHV3bqcc

https://youtu.be/Pmv-HrQ7Q6E