



New Practitioners
Forum

Phase II and Scramble Candidate Discussion Guide

This document is intended to serve as a discussion outline for preceptors and mentors of residency candidates who do not Match in Phase I, to process their results and determine their next steps. This outline provides a starting framework and links to additional resources on various topics depending on the needs of the individual.

Phase II and Scramble Candidate Reflection Discussion Guide

Identify

Goals

What are the “must haves” versus the “wish list” components of your ideal position? Are there any short-term and long-term differences?

Help candidates reflect on components such as practice site, geographic location, hours, flexibility in role, and level of patient interaction.

Follow-up questions for additional reflection:

- Does the outcome of Phase I change how you prioritize any of your “must haves”?

Is residency the right path to a career that includes your “must haves”? Is it the only path?

Help candidates identify whether a residency is necessary to achieve a career with their “must haves” and identify any potential alternative paths to reach these goals.

Identify

Target Programs

Which type of institutions did you apply to in Phase I and why?

Help candidates reflect on the characteristics of each program, such as location, number of residents, research and certificate opportunities, project and presentation expectations, and size.

Follow-up questions for additional reflection:

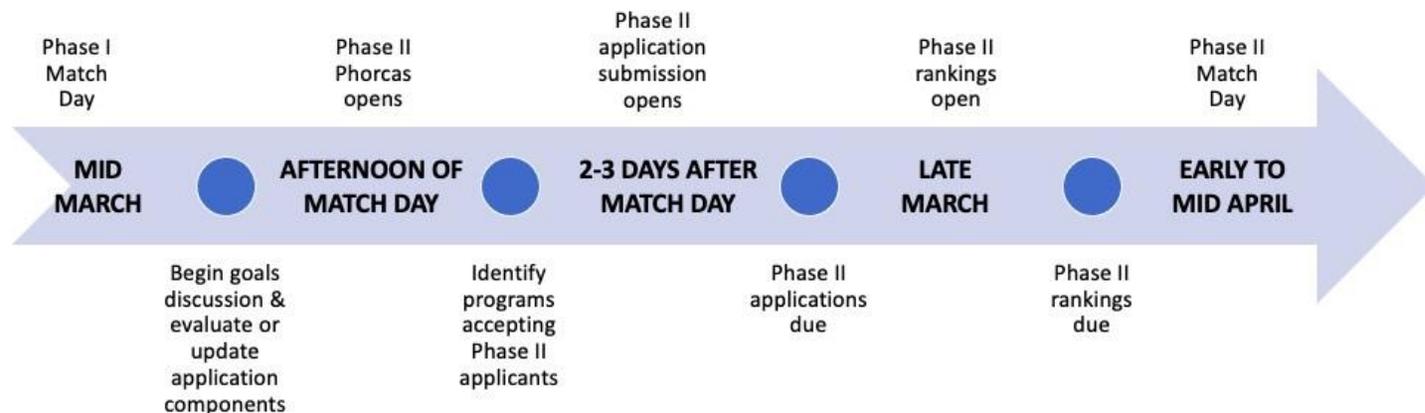
- Were there programs that you decided not to rank? Why?
- Are there other programs that would align better to your interests?

Do these types of institutions still align with your goals? Are there others that may align better?

Help candidates identify ways in which they can broaden their pool of potential institutions that remain aligned with their goals.

General Phase II

Timeline



Application Packet

Consider the ratio of applications submitted to interview offers received to identify which components of the application packet should be a primary area for improvement.

CV and Letter of Intent

- Are there grammar, spelling or formatting issues?
- Is it too long or too short?
- **Letter of Intent** – Did it demonstrate how the program aligns with your interests? Did it highlight your unique strengths?
- **CV** – Does it clearly showcase your experiences to someone who is not familiar with your school/organization/geographical area?
- **CV** – Make relevant updates to your CV since Phase I submission

Consider reviewing the candidate’s letter(s) of intent and CV

Letters of Reference

- Did your letter writers agree to write you a **strong, positive** letter of recommendation?
- Are you able to meet with any of your letter writers to identify if they may have expressed concern in their letter?
- Should you utilize alternative references for Phase II/Scramble?

Interview

Consider how many programs a candidate ranked when evaluating whether interview skills should be a primary area for improvement.

- Were there questions you struggled to answer?
- Were you concise? Were your answers too short or rambling?
- Did you have appropriate questions for the preceptors and residents of the programs?
- Is there someone you can reach out to for interview feedback?
Ex: a preceptor from a previous rotation or former classmate involved in their interview
- How will you answer questions regarding your Phase I results in future interviews?

Consider conducting a mock interview with the candidate and providing feedback.

Seeking Feedback from Phase I Application Sites

Many applicants wonder if they should seek feedback from sites where they did not receive an interview or match. As this is a challenging situation, mentors should evaluate this with applicants on a case-by-case basis to determine if this is appropriate based on the site, existing professional relationships, and other individual factors

Phase II Dates	https://natmatch.com/ashprmp/schedule.html
CV Guide	https://www.ashp.org/pharmacy-student/career-development/cv-development
Letter of Intent Guide	https://www.ashp.org/-/media/assets/new-practitioner/docs/npf-how-to-write-a-cover-letter.docx
Interview Guide	https://www.ashp.org/professional-development/residency-information/student-residency-guide
Interview Preparation	https://www.ashp.org/-/media/assets/pharmacy-student/docs/Student-Residency-Guide/psf-residency-interview-skills-packet.pdf https://www.ashp.org/-/media/assets/new-practitioner/docs/npf-video-phone-interview-best-practices.pdf
Finding Best-Fit Residency Guide	https://www.ashp.org/-/media/assets/professional-development/residencies/docs/match-day/Checklist-For-Your-Best-Fit-Residency-2021-Final.pdf
Gap Year Action Kit	https://www.ashp.org/-/media/D2120383E744411E805AA6BBA6CD7FE5.pdf

*Ensure you are logged into your ASHP account to access the above resources