



TIPS FOR ACUITY INSIGHTS (CASPER AND DUET) AND AAMC PREVIEW

I. THE ACUITY INSIGHTS ASSESSMENTS: CASPER AND DUET

Acuity Insights offers a two-part assessment program that strives to evaluate applicants' people skills in a fair and reliable way, while giving applicants multiple opportunities to showcase their unique personal and professional strengths. Professional schools commonly require applicants to complete one or both of the components; the Casper assessment is most commonly required. (Note that, previously, there was a third assessment called Snapshot that was discontinued.)

- **Casper** is an open-response situational judgment test (SJT). It asks you what you would do in a complicated situation, and more importantly, *why* you would take that approach. This assessment is designed to identify behavioral tendencies for applicants pursuing people-centered professions. The Casper test takes about two hours to complete. It includes a typed-response section (comprising 7 scenarios) and a video-response section (comprising 4 scenarios).
 - In the typed-response section, you will be asked to read a written scenario or watch a short video vignette and will be given three prompts to answer. You will have 30 seconds to organize your thoughts, followed by a total of 3.5 minutes to type out your responses to both prompts at once.
 - In the video-response section, you will be given 30 seconds of reflection time, then will be asked to respond to each of the two prompts separately, with one minute to record your spoken thoughts per prompt.

The scenarios are designed intentionally such there is no single right answer; **your responses will be evaluated on the basis of the types of considerations you raise as you think about the situation**, not on the proposed solution you will offer. In other words, they are most interested in learning HOW YOU THINK as you grapple with a dilemma.

Keys to success:

- Think about the situation from multiple points of view.
 - They will try to make you jump to conclusions. Avoid the temptation!
 - Pay attention to the information that is missing. Identify the questions you would want to ask to help you make an informed decision.
 - Show that you are considering various (unstated) factors that could be influencing people's behavior.
- **Duet** is a value alignment assessment that compares what you value in a program with what the program has to offer. With Duet, your individual preferences are compared with programs' unique profiles to help assess your mutual alignment in a standardized way. No preparation is needed; just be honest about who you are and what you are looking for in a school.

Each assessment is completed online, using your own computer (which must have a functional webcam). The Casper test is administered only on certain days of the year; the Duet assessment can be completed on any date you choose. A single registration fee covers both components, along with official score reports sent to up to seven schools. Each additional official score report costs extra.

Dress Code: Be aware that there is a video component to Casper, so we recommend wearing business-casual attire when you complete that assessment.

CASPER TIPS

CASPER PREP OVERVIEW

- Most of our top-scoring students say they spent two to eight hours preparing for Casper. Here is the approach we recommend:
 1. Review all of the information posted in the Test Prep section of the Acuity Insights website.
 - Using the guidelines on the next page, complete all of the practice problems they offer and both of their practice tests. Your goal is to get familiar with Casper while honing your approach to answering Casper questions within the time limit.
 2. The external resource we like best is thesuccessfulmatch.com, which provides detailed guidance on answering each of the common types of Casper questions

LOGISTICAL TIPS FOR CASPER

- As the raters evaluate your responses, they specifically will be looking for evidence that you express the following competencies:

- | | |
|------------------------|--------------------------|
| • <i>Collaboration</i> | • <i>Motivation</i> |
| • <i>Communication</i> | • <i>Problem Solving</i> |
| • <i>Empathy</i> | • <i>Professionalism</i> |
| • <i>Equity</i> | • <i>Resilience</i> |
| • <i>Ethics</i> | • <i>Self-Awareness</i> |

And the following skills:

- | |
|--|
| <ul style="list-style-type: none">• Understand and interpret social dilemmas in nuanced and complex ways• Carefully consider multiple perspectives• Apply critical thinking to situations that require a professional approach• Demonstrate sound professional and ethical judgment• Provide novel or creative ideas and/or solutions• Justify your approach to situations• Reflectively use examples to demonstrate key aspects of social intelligence and <i>professionalism</i> |
|--|

- Each of your sets of answers will be reviewed by a separate rater.
Implications:
 - You can structure your response to every question in the exact same way. *For written responses, you can copy-and-paste your framework into each text box, filling in the blanks as you go.*
 - Even if you are unhappy with your response to one of the prompts, you can start fresh on each of the others.
- For your written responses, the raters are instructed to ignore errors in grammar, spelling, and punctuation. Focus on getting all of your thoughts written down, rather than slowing down to perfect your grammar and spelling. Again, they are focused on WHAT you have to say, not HOW you say it. (But be reasonable: They will forgive typos and weird sentence structure because they know you are under time pressure, but your writing still needs to be clear enough that they can understand the points you are making.)

RECOMMENDED APPROACH FOR ANSWERING CASPER QUESTIONS

Ethical/Moral Dilemmas

1. Express empathy, acknowledging why this situation is hard for the people involved.
2. What **don't** you know about the situation? What information would you want to gather? How would you gather it?
3. What are a couple of possible creative solutions?

Topics to consider:

- What factors could be influencing the behavior of the people in the prompt?
- Are there other stakeholders who could be impacted by the outcome? Should their concerns be factored in?
- The prompts are often written in a way that leads people to make assumptions. Be intentional about questioning those assumptions.

Behavioral Interview questions

1. Review the strategies presented in our Interview Strategies presentation/video
2. Practice telling anecdotes using the STARR Method
 - a. Situation
 - b. Task
 - c. Action
 - d. Result
 - e. Reflection
3. Use our self-reflection questions provided in the Interview Strategies handout packet to think of anecdotes in advance

II. TIPS FOR THE AAMC PREVIEW PROFESSIONAL READINESS EXAM

PREVIEW PREP OVERVIEW

- Most students who need to take PREview also need to take the Casper test. It's common for students to prepare first for Casper, then to take 2-3 additional hours of time to become familiar with the format of the PREview test and to get their computer set up to take the test.
- Be aware that PREview is taken on your computer at home, with a live proctor who will watch you as you take the test.

LOGISTICAL TIPS FOR PREVIEW

- As a minimum, make use of all of the AAMC's PREview preparation resources available on their website. Resources include:
 - An examinee test preparation guide
 - Two full-length practice tests and scoring guide
 - A PREview Test Day Experience video
 - Webinar recordings and an All Access Podcast episode on PREview
- Before your test date, be sure to download the ProctorU Software *and* add the extension to your browser. The AAMC recommends logging in prior to your test day to walk through a tutorial for using the online testing system; we concur with this advice!
- DO NOT SKIP THIS: Memorize the AAMC's 8 Entry-Level Competencies:



RECOMMENDED APPROACH FOR ANSWERING PREVIEW QUESTIONS

- As you review the situation described in each prompt, ask yourself:
"Which of the 8 AAMC Competencies is this scenario testing?"
- Use the notepad feature (which is linked to each question, allowing you to return to it later if desired) to write down the name of that competency.
- After each scenario, you will be given several statements that describe actions one could take if they were in the situation described in the prompt. You will be asked to rank each of those possible actions on a scale of 1-4, as follows:

1 = very ineffective, 2 = ineffective, 3 = effective, and 4 = very effective

As you read each of the proposed actions, ask yourself:

"How well, on a scale of 1-4, would this action uphold the competency that is being tested here?"

Logistical Notes:

- For a given scenario, there can be multiple actions that may be considered "very ineffective," "ineffective," "effective," or "very effective." Likewise, it's possible that you may not use all of those categories as you rank the various actions provided for a given scenario.

PREview Example

You are pursuing a two-week volunteer opportunity at a well-regarded local clinic. When you receive your course schedule, you realize the volunteer opportunity would conflict with your weekly required lab. This is the only time that the lab is offered this semester, so you are not able to make up the lab. Participation in the lab will count toward your grade.

Please rate the effectiveness of each response to this situation.

1. Skip your lab for two weeks to attend the volunteer opportunity.

Very Ineffective	Ineffective	Effective	Very Effective
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Ask your lab instructor to identify a solution that will allow you to attend both.

Very Ineffective	Ineffective	Effective	Very Effective
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Stop pursuing the volunteer opportunity so that you can attend the required lab.

Very Ineffective	Ineffective	Effective	Very Effective
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Tell your lab instructor in advance that you will miss two of your scheduled lab sessions.

Very Ineffective	Ineffective	Effective	Very Effective
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>