



**OSCE FOR SOCIAL WORK  
POST-OSCE REFLECTIVE DIALOGUE PROBES AND RATING SCALE**

**Candidate's Name:** \_\_\_\_\_

**Rater's Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Vignette:** \_\_\_\_\_

**Relational Capacity/Intentional Use of Self**

1. How did you feel and what were you experiencing during the interview?
2. How did you use these feelings in the interview?
3. Can you think of any personal and/or professional experiences that influenced your approach to the interview? **[Probe for both in the context of how past experience impacts practice]**

**Conceptualization of Practice**

1. What were the main issues the client was dealing with?
2. Can you think of something that you have learned from social work that influenced your approach during this interview?
3. Are there any ideas from other disciplines that influenced your approach during the interview? **(alternate wording: Are there any other influences from outside social work that guided your approach during the interview?)**
4. **[If you have not already mentioned]** Did issues related to diversity impact your approach in the interview? Can you give an example?
5. If you continue to work with this client, what theoretical approach (es) would you consider using?
6. Based on what you knew coming into the interview, was there anything unexpected in the interview? **[Looking for any information that they found inconsistent/novel]**
  - a. What was your approach to dealing with this? How did you respond to this unexpected aspect of the interview? **[How did you work with it? How did you build this into your approach?]**
7. What did you find the most challenging about this case?
  - a. What was your approach to dealing with this challenge?

**Learning and Growth as a Professional**

1. If you could do this interview again what would you do differently, if anything?
2. As you continue to see this client, what would your next steps be?
3. What did you feel you learned from this interview? **[Probe for 'opportunities to learn']**
4. How might this learning experience influence your approach to other clients? **[Probe for building practice]**
5. Do you have any final thoughts about the interview?

## REFLECTIVE DIALOGUE RATING SCALE

Please circle the number corresponding to the candidate's performance.

### 1. CONCEPTUALIZATION OF PRACTICE/USE OF KNOWLEDGE

#### Content:

*How do participants theoretically conceptualize substantive issues (culture, diversity, mental/physical health, isolation, neglect) in the scenario and for their practice?*

Does not use theoretical concepts to understand the issues. Is descriptive in discussing the scenario and approach to practice.		Uses some theoretical concepts to understand and analyze the relevant issues in the scenario. Some link of concepts to approach to practice.		Uses multiple theoretical concepts to understand and analyze the relevant issues in the scenario and approach to practice.	
1		2		3	
4		5			

*Diversity: How do participants conceptualize issues of culture and diversity in their practice?*

Seem unaware of diversity issues and their potential impact on the case.					Recognize the relevant diversity issues, but unable to effectively integrate them into their approach to the case.					Recognition of complexity in dealing with diversity issues. Dealing with diversity is integrated into practice.				
1			2			3			4			5		

#### Process:

*How does participants' past knowledge and experience impact their approach to the case?*

Seeks to inappropriately apply a past solution to solve current case.		Seeks to appropriately apply a past solution to solve current case.		Past knowledge is used as a starting point for exploration of the current case. Knowledge informs thinking about the case, but does not bound thinking
1	2	3	4	5

### 2. SELF-REGULATION

#### Affective:

*How do participants deal with their own reactions & operate in a purposeful & intentional manner to form a therapeutic relationship?*

Self-focused, pre-occupied with own reactions. As a result, not effectively addressing client needs.					Aware of self but unable to use as a tool in building a relationship. Imbalance between focus on self and focus on client					Use own reactions purposefully to develop a therapeutic relationship with the client. The focus on self is balanced with client needs.				
1		2		3		4		5						

**Cognitive:**

*How are participants thinking about their level of knowledge about the client situation and social work role, and their ability to address client needs?*

Are unable to accurately assess ability to effectively address client needs.		Are able to accurately asses ability to effectively address client needs. Are unable to adapt effectively to their level of ability in interaction with client.		Are able to accurately asses ability to effectively address client needs. Appropriately adapt to level of ability in interaction with client	
1	2	3	4	5	

*What do participants focus on and talk about regarding their performance in the OSCE?*

Focuses on 'excusing' performance due to examination factors.		Self-assessment of performance, particularly focused on their own reactions and emotions. Explores particular strengths and weaknesses of the performance.		Self-assessment of practice, emphasis on what they can take from this experience and apply to their practice. Reflective conceptualization of practice strengths and weaknesses	
1	2	3	4	5	

### 3. PROFESSIONAL DEVELOPMENT

**Learning:**

*How are participants thinking about the unexpected aspects of case?*

Does not notice unexpected aspects of the case that were evident in performance. Mistakenly believes case is routine.		Accurately assesses case as routine. Does not find any aspects unexpected.		Seeks to purposefully explore unexpected aspects of the case, creating opportunities to learn.	
1	2	3	4	5	

*What do participants focus on and talk about regarding their learning in the OSCE?*

Accrues 'facts' about the case e.g. patient issues, characteristics		Identifies principles of practice that were in evidence in case.		Considers how current case informs broader practice.	
1	2	3	4	5	

**Growth:**

*What do participants say about how they would integrate this experience into their practice?*

Does not consider impact to practice.		Considers ways in which this experience could impact future performance with a similar client.		Emphasizes the role of each new experience in the process of continuous reformulation of practice.	
1	2	3	4	5	