



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.*

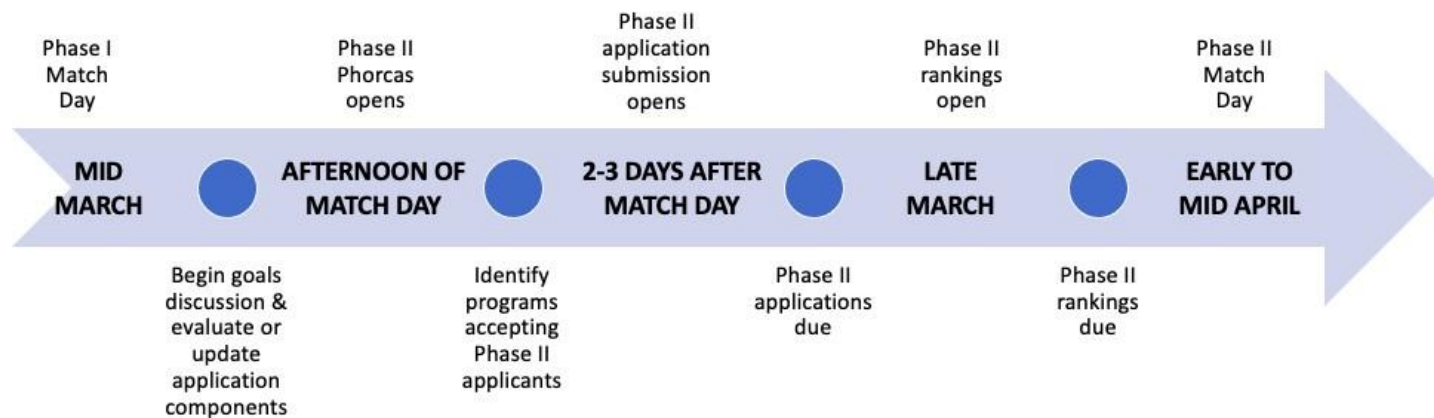
Follow-up questions for additional reflection:

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

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