# Development of scenarios for value based recruitment (VBR)

## Project background

Multiple Mini Interviews (MMIs) have been used by the School of Nursing since 2010. These consist of short, focused stations to assess candidates on specific nursing attributes and were developed referring to the theoretical framework of Mayer and Salovey (2005). The inclusion of value-based recruitment (VBR) has become an important element of the student nurse selection process (Health Education England (HEE), 2014). Evaluating a candidate's ability to exhibit core nursing values should ensure the correct candidates will be recruited and will excel in the healthcare environment (DoH, 2012).

## Project aims

The aim of this project was to implement and evaluate a framework to assess candidate's values using MMIs in line with VBR standards.

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## Process

This project used an Action Research model (Argyris, et al, 1985) to identify the problem, review possible strategies, implement the chosen strategy and evaluate its effectiveness.

A review of the literature revealed a number of possible strategies for a VBR approach to the MMIs. Emotional Intelligence (EI; Goleman, 1995) was chosen as the underpinning theoretical framework as it prizes the role of emotion, which is important in the delivery of compassionate care. Each scenario was based around the five EI domains: emotional awareness, emotional regulation, managing relationships, empathy and personal motivation.

The new MMIs were implemented in September 2014. Feedback from interviewers, practice partners and service users has been positive about accessing emotionally-based values.

## Key challenges

A key challenge was developing scenarios referring to a different theoretical framework and ensuring they would be accessible and recognisable to our applicants.

## Impact

It is possible to interpret the relative success of the MMIs by using the HEE evaluation criteria. The MMIs have been easily administered and are a practical use of resources. The new scenarios have been easily adopted with only minimal instruction and have been accepted positively by assessors. The stations appear to provide appropriate information relating to a candidate's competence and aptitude for nursing. Our findings suggest that MMIs can be adapted to assess candidates on values underpinned by emotional intelligence.

### Key Tips

- Inclusion of service users with developing the scenarios was more productive than we initially anticipated.
- Trial run ensured the scenarios reflect the underpinning values to be explored by the candidate before they were introduced.

## This case study has been produced by Kingston University London and St George's, University of London, for further information please contact:

Name: Kris Paget
Role: Senior Lecturer Recruitment Lead
Email address: k.paget@sgul.kingston.ac.uk

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Or please see the Kingston University London website – for general information and detailed information about the MMIs.

References

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