

ST4 2025 Scoring Guidance

Professional behaviours and communication

Demonstrates capacity to communicate effectively and behave professionally with recognition of the need for these skills to underpin medical practice

	1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
Communication in interview	Candidate inconsiderate or rude during interview. Poor verbal and non-verbal communication.	Candidate demonstrates occasional rudeness, lack of consideration or empathy. Poor verbal or non-verbal communication.	Engaged and fairly easy to follow in answers. Mainly good verbal and non-verbal communication.	Engaging clear and concise answers. Good verbal and non-verbal communication throughout interview.	As 4 plus Empathetic and considerate. Candidate demonstrated excellent verbal and non-verbal communication throughout interview.
Understanding of communication issues	Demonstrates no understanding of the importance of effective communication.	Demonstrates little understanding of the impact of poor communication.	Demonstrates an adequate appreciation for the importance of effective communication.	Demonstrates a good understanding of importance of effective communication.	Demonstrates an excellent appreciation of the need for doctors to communicate effectively.
Ability to relate good communication to personal practice	Unable to relate the importance of good communication to previous clinical or non-clinical work.	Awareness of importance of good communication but unable to give any examples from own experience	Is partially able to give an example illustrating the importance of good communication from previous clinical or non-clinical work	Is able to give a good example illustrating the importance of good communication from previous clinical or non-clinical work.	Gives an excellent example illustrating the positive impact of good communication (or negative impact of bad) from their own previous clinical or non-clinical work.
Good Medical Practice and Professional behaviour in own practice	Poor understanding of the concepts of Good Medical Practice. Unable to relate the concepts to previous clinical or non-clinical work.	Limited understanding of the concepts of Good Medical Practice and poor illustration of their impact on personal practice.	Basic understanding of the concepts of Good Medical Practice. Able to describe main themes how they relate to their personal practice.	Good understanding of the concepts of Good Medical Practice and how they relate to personal practice.	Excellent understanding of the concepts of Good Medical Practice. Clear example/s of they relate to their own personal practice.

NB: Candidates are not necessarily expected to cover all aspects above, the question being asked will determine which aspects of the subject should be covered.