Planning and conducting the CBD interview

- One of two cases should be selected for the Discussions in years ST1 and ST2. Two out of four cases should be selected for Discussions in year ST3.

- There are descriptors of what constitutes insufficient evidence, needs further development, competent and excellent for each competency area in the Trainee ePortfolio and it is important that the assessor takes time to develop a clear understanding of what specific evidence will indicate each level of performance.

- The structured question guidance (see below – p.2) should be used to develop appropriate questions which will seek this evidence. It is helpful to record planned questions for easy reference throughout the interview.

- It is important to ensure that the Trainee has enough time to review the records and refresh their memory before the Discussion. The starting point for the interview should be the written records and an assessment of the quality of these records should be made and recorded.

- Using pre-prepared questions, explore the professional judgement demonstrated by the Trainee paying particular attention to situations in which uncertainty has arisen, or where a conflict of decision-making has arisen. 20 minutes should be allowed per case.

- It is important for the progress of the Trainee, that the interview is used to guide further development by offering structured feedback. The Discussions in years ST1 and ST2 should take no longer than 30 minutes, which allows about 10 minutes for feedback together with any recommendations for change.

- Throughout the Discussion, it is helpful to record evidence elicited on the notes sheet (see below – p.3). This information can then be used to inform the judgement on the level of performance of the Trainee against each competency area. At the end of each case, a judgement of the level of performance demonstrated by the registrar should be recorded on the marking grid along with recommendations for further development.

The RCGP gratefully acknowledges the help of the Oral Core Group of the MRCGP examination in developing this CBD tool
CBD Structured Question Guidance

Defines the problem
What are the issues raised in this case?
What conflicts are you trying to resolve?
Why did you find it difficult/challenging?

Integrates information
What relevant information had you available?
Why was this relevant?
How did the data/information/evidence you had available help you to make your decision?
How did you use the data/information/evidence available to you in this case?
What other information could have been useful?

Prioritises options
What were your options? Which did you choose?
Why did you choose this one?
What are the advantages/disadvantages of your decision?
How do you balance them?

Considers implications
What are the implications of your decision?
For whom? (e.g. patient/relatives/doctor/practice/society)
How might they feel about your choice?
How does this influence your decision?

Justifies decision
How do you justify your decision?
What evidence/information have you to support your choice?
Can you give me an example?
Are you aware of any model or framework that helps you to justify your decision?
How does it help you? Can you apply it to this case?
Some people might argue, how would you convince them of your point of view?
Why did you do this?

Practises ethically
What ethical framework did you refer to in this case? How did you apply it?
How did it help you decide what to do?
How did you establish the patient's point of view?
What are their rights? How did this influence your handling of the case?

Works in a team
Which colleagues did you involve in this case? Why?
How did you ensure you had effective communication with them?
Who could you have involved? What might they have been able to offer?
What is your role in this sort of situation?

Upholds duties of a doctor
What are your responsibilities/duties? How do they apply to this case?
How did you make sure you observed them? Why are they important?
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<td>Data gathering and interpretation</td>
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<td>Making diagnoses/decisions</td>
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