



# Applicant Self-Assessment Guide

This form has been created for those preparing to apply to the University of Minnesota Medical School-Twin Cities. We encourage you to use the form to reflect on your preparation as you work to submit your application. Individual feedback appointments are not available at this time.

## Holistic Review

Through a [holistic review](#) of each application package (includes Primary AMCAS application, UMMS supplemental application<sup>1</sup>, and Interview<sup>1</sup>), we strive to enroll an outstanding class who share a set of [essential and desired qualities](#). In addition to demonstrating academic preparedness, candidates must provide evidence of competency in the skills and knowledge needed by health care professionals including, but not limited to:

- Understanding of medicine
- Commitment to the care of the underserved
- Sustained and meaningful commitment to human service demonstrated through volunteer activities, scholarly pursuits, employment, academic endeavors, or other experience

## AAMC Core Competencies

The Office of Admissions and the Admissions Committee have designed their review process around the [15 core competencies](#) provided by the AAMC, prioritizing those which best fit our [mission](#). While reflecting on your application materials and/or your interview day performance, reflect on where you provide evidence of these competencies in your application materials and interview performance. Using your written materials, highlight your evidence of each competency evaluate where you may need to share more evidence.

<sup>1</sup>Supplemental Application and Interview Performance completed applicants that have advanced to that phase of the application process.

# Self-Guided Reflection

## Academic Preparedness

Academic metrics are one of the many facets considered in a holistic review. As you prepare your application, consider your academic journey and how you might communicate your preparedness to the Admissions Committee.

Consider the following:

- My metrics meet the minimum requirement of a 499 MCAT score and demonstrate sustained academic success.
- I have taken the required prerequisite course work.
- My scholarly pursuits (courses taken, research engagement, professional development activities, academic resources utilized, etc.) provide ample evidence that I am prepared for the rigor of medical school.
- My application materials clearly communicate my academic journey, including any challenges I overcame.
- I feel academically ready to become a professional school student.

If you are unsure about any of these reflections, use the time before submitting (or resubmitting) your application to consider how you will clearly communicate your academic journey. You may also consider extra MCAT prep/re-taking the MCAT and/or taking classes to help you deepen your knowledge and enhance your academic record.

## Sociocultural Perspective

Consider the following:

- My application materials clearly express my developmental stage regarding my knowledge of sociocultural factors that affect interactions and behaviors and show respect for multiple dimensions of diversity. If my knowledge is not deep in this area, I express a thoughtful plan for my continued development.
- I have a plan to deepen my cultural awareness and knowledge of best practices of healthcare professionals in regards to interacting effectively with people from diverse backgrounds.
- My application materials express an intentional, proactive exploration of diverse perspectives.
- I have actively sought knowledge about health disparities and have an understanding of how they affect communities. I have a desire to combat disparities throughout my career as a physician.

If you are unsure about any of these reflections, use the time before submitting (or resubmitting) your application to consider how you will clearly communicate your journey

and development in this area. It's O.K. to not be an expert! However, we expect that all of our students be able to recognize the importance of committing to life-long development and be able to navigate the resources available to them to deepen their knowledge. Before your next application, you may consider taking a class or workshop centered on diversity, equity and inclusion and/or health disparities. There are also many free resources, trainings and journals online that will also deepen your knowledge in this area.

## Working with Others

Consider the following:

- My application materials and/or interview performance clearly express my ability to work well with others.
- I am patient and flexible when working with others towards a shared goal, even when obstacles arise. I have developed strategies to adjust my communication to meet others needs.
- My application materials provide evidence that I am reliable and dependable.
- I have considered how to improve my success while working with others, not only to achieve a shared goal, but also to improve my relationships with others.
- My application materials clearly express my compassion and continued commitment to improving the human condition.

If you find it difficult working with others, or don't have much practice through work and other activities, you may need to further develop your teamwork and communication skills. Before submitting (or resubmitting) your application, take time to research different communication styles in order to help you better understand others and be able to create a strategy to communicate clearly. Utilize your mentors, advisors and university resources to help you practice these skills. Teamwork, adaptability and communication are often learned through lived experience, so it may also be a good idea to ask your colleagues, teammates, classmates and supervisors for an honest assessment of what it is like to work with you, in order to leverage your strengths and work on areas needing improvement. Career and Alumni services at universities often host training sessions or can provide additional resources to help you sharpen your skills in this area.

## Self Awareness

Consider the following:

- I have sought feedback from my colleagues, supervisors, advisors and mentors on how I can improve my performance. The feedback I received is similar to my own self-assessment of areas I need to improve upon.
- I have the ability to create strategies for improving or adjusting my performance/behavior.
- My application materials clearly express my reason for pursuing a career in healthcare and why the role of physician is aligned with my interests, skills and values.

- ❑ I have a clear sense of what motivates me and how to move forward when I feel overwhelmed.
- ❑ I have developed strategies to overcome challenges as I seek to accomplish my personal and professional goals.
- ❑ I have the ability to communicate my boundaries with those who make me uncomfortable or who ask me for impossible commitments.
- ❑ On some level, I am comfortable with being temporarily uncomfortable for the purposes of professional and personal development.

Self awareness is an essential skill that is developed through lived experience, honest self-assessment and reflection. Self-awareness allows you to identify your strengths and areas in need of improvement. Having a developed sense of self-awareness will also benefit your interactions with others. If you would like to deepen your self-awareness, begin your own self-assessment of your personal strengths and areas you would like to strengthen. Using this list, work with a trusted advisor or mentor to verify that your self-assessment is on track with their assessment and then begin to work on your goals. If there is a disconnect between your self-assessment and others' evaluations of you, take some time to reflect on why that may be. Listening well is often a good place to start, as you can use others verbal clues to inform your response and behavior. There are many online resources to help you become a better listener. You may also reach out to your university's Career Services office or your employer's HR department, to find out if they offer training specific to becoming a better listener and other professional development opportunities.

## Additional Resources

[UMN Medical School - Essential and Desired Qualities](#)

[UMN Medical School - Incoming Class Profile](#)

[UMN Pre-Health Student Resource Center](#)

[Create An Action Plan](#)

[Online Personal Statement Writing Workshop](#)

[AAMC - Preparing for Interviews](#)

[AAMC- Tips for Re-Applicants](#)

[Princeton Review - 5 Things You Must Do Before Reapplying to Medical School](#)

[Savvy Pre-Med - Re-Applicant Action Plan](#)

[Yale Office of Career Strategy - Writing the Personal Statement for Medical School](#)

If you have any additional questions, please contact the Office of Admissions by calling 612-625-7977, M-F (8:00AM-4:30PM) or emailing [meded@umn.edu](mailto:meded@umn.edu).