



## PAM Oral Examination Information for Applicants

The Oral Examination, is the last step in becoming registered to practice autonomously. To sit this examination, candidates must have fulfilled all candidacy requirements. In addition, candidate supervisors must indicate readiness for autonomous practice in all rating categories on the final work appraisal. Prior to the candidate being approved for taking the Oral Examination, the Registration and Membership Committee has already assessed and approved the candidate's Area(s) of Practice and designated population(s) of service. It is important to identify areas of practice and populations of service where the candidate is well prepared to defend their competence, with the caveat that competence grows over time with experience and that the oral examination is looking for a level of competence that is at or above the threshold for independent practice.

### Exam Application & Scheduling

The Registration & Membership Committee reviews oral exam applications received by the first of the month for their **January, April and October** meetings. Applications that are missing documentation, require follow-up or do not meet the total required number of supervision hours will be deferred to a future meeting.

Examinations require scheduling of three psychologist examiners. It can take six to twelve weeks from receipt of the exam application/support documents to scheduling the exam.

-January Exam Deadline: Exam will be scheduled from January to March

-April Exam Deadline: Exam will be scheduled from April to June

-October Exam Deadline: Exam will be scheduled October to December

Exams are not held in July, August or September

**Oral Exam Application Form**

Available [here](#)

[Exam Fee \\$600](#)

### Oral Exam Committee

A committee is comprised of a chair and two committee members who are volunteers in good standing with the Psychological Association of Manitoba. An effort is made to assign oral examiners who have competence in the areas of practice and populations that the candidate has been approved for, so that these can be examined by the panel.

### Process

During the Oral Examination each panel member rates the candidate on a standard form and then committee confers afterwards for a consensus opinion. The examination panel does not provide feedback to the candidate about the outcome of the examination.

After the examination, the panel Chair advises the Registration and Membership Committee of their recommendation about whether the candidate has passed or failed, or passed but with certain conditions or limitations recommended, which is then reviewed by R&M to determine if the candidate is ready for registration and what, if any, changes in areas of practice, populations, or other conditions might be set. The candidate's final step in registration is not completed until the Chair of R&M makes a motion to PAM Council for final approval.

Exams are recorded to assist the committee in reviewing and preparing their ratings. Recordings are also necessary in the event that a candidate appeals a recommendation and are utilized by a two-person independent panel of two psychologists and then deleted after the exam appeal process has concluded.

### Examination Accommodations

Requests related to examination accommodations should be made to the Registration and Membership Committee before the Oral Examination is scheduled and will be approved on a case-by-case basis.

## Oral Examination Overview

### Purpose

To assess the applicant's knowledge, application of knowledge, competence, and readiness for autonomous to practice, generally and within the specific competency areas (Clinical, School, Counselling, ABA, Forensic, Clinical Neuropsychology, Industrial Organizational and Rehabilitation, Health) and populations (Child, Adolescent, Adult, Seniors, Couples, Families, Organizations) declared by the applicant.

### Format

The Oral Examination is conducted in an interview format over Zoom Conference.

Typical exams are two to three hours in length.

The applicant is invited to provide a brief description of training, supervised practice, current employment and future plans.

Oral exam committee members ask questions in the areas of assessment to elicit responses

- Applicants may be asked to describe previous cases from their caseload that demonstrate knowledge
- Applicants may be asked to consider a case presented by committee members to apply and demonstrate knowledge
- Applicants may be asked direct questions

### Areas of Assessment

The examination assesses core competencies required of all psychologists. In addition, questions are asked with regard to each competency area and population declared by the candidate.

A thorough review of the [CPA Code of Ethics](#) should also be included in your exam preparation.

### Professional Conduct

*Professional Maturity:* Demonstrated ability to practice independently and make decisions related to practice for case conceptualization, depth and breadth of knowledge, judgment, awareness of pragmatic limitations, and choice of interventions or assessment materials and procedures.

*Professional Identity:* Awareness of the profession of psychology and differences from other allied health professions, clear standards for their own practice, knowledge and separation of their professional and personal opinions, professional interactions are conducted with good judgment. Knowledge of professional ethics, jurisprudence, and practice guidelines. Awareness of the differences between consultation and supervision.

*Self-Awareness:* Ability to identify own biases, experiences, attitudes, and interpersonal styles. Awareness of professional limitations.

### Application of Knowledge

*Assessment and Evaluation:* This includes process for completing a diagnosis, knowledge of appropriate measurement methods and their limitations, formulation of the assessment, and communication of results

*Case conceptualization:* An understanding that case conceptualization is important and can clearly identify and apply their approach to case conceptualization (e.g., theoretical orientation).

*Intervention skills:* Able to articulate the theoretical framework and that their framework guides interventions. Treatment planning, application of skills/interventions, and outcome assessment. Able to identify when consultation or referral is required and seeks consultation as necessary.

*Ethics:* Able to demonstrate knowledge of ethics and ethical decision-making

*Crisis management:* Able to demonstrate awareness of crisis situations, actions that need to be taken to manage the situation and required follow-up.

*Cross-cultural sensitivity:* Awareness of own biases and cultural experiences that may impact interactions with others. Exposure to and awareness of diversity issues and cultural competency. Plans to continue education in diversity.