Duet Alignment Scores:
Interpretation Guide for GME 22-23

Goals of the Interpretation Guide

This Interpretation Guide aims to:

1. Show you how you can use Duet scores in your admissions process.

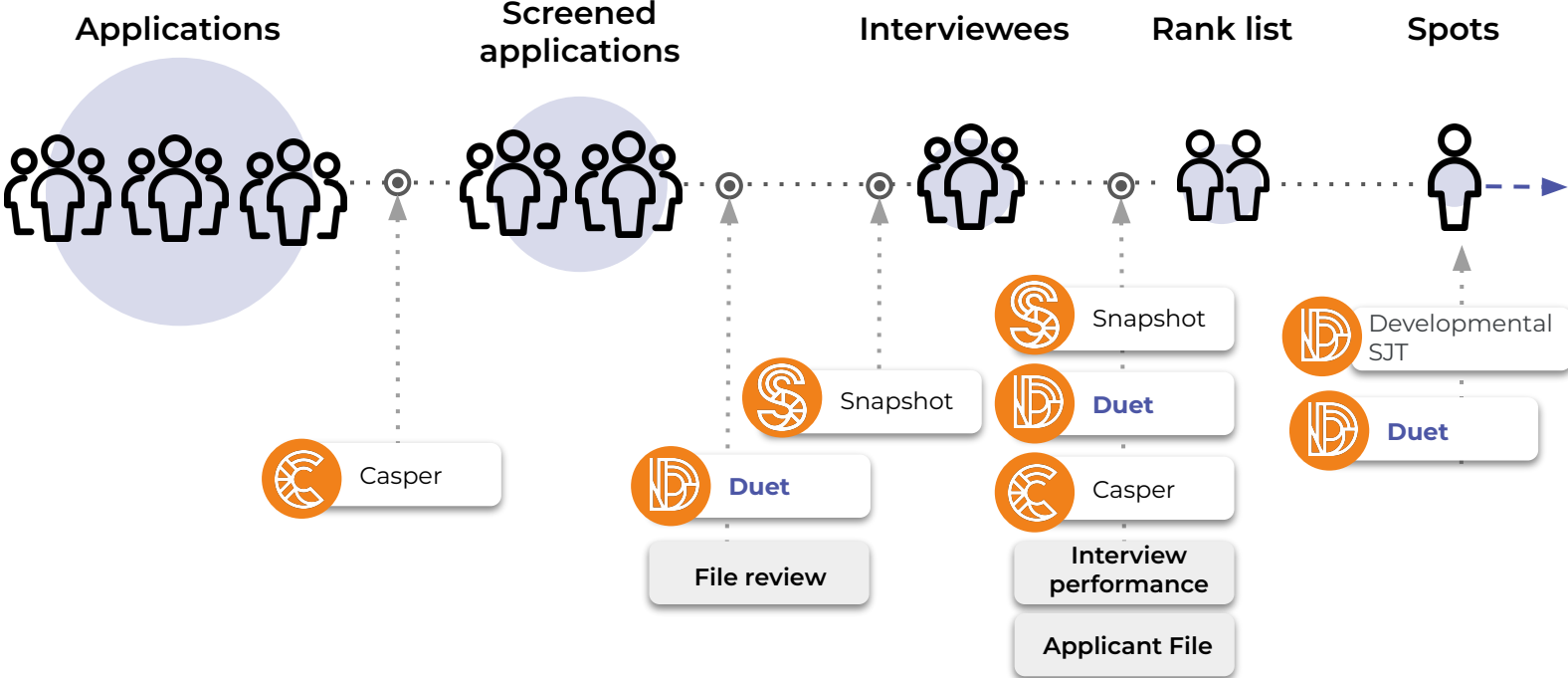2. Assist you with interpreting the Duet scores provided on Altus Insights.

Where and How to Use Duet in your Selection Process

Duet & Your Program:

Integration of Duet scores with other admissions metrics can be implemented to select applicants at the interview stage, rank list, and/or when offering spots to accepted applicants.

Where/How to Use Duet in the Process

Formulaic

Combine Duet and other metrics to create an overall score for each applicant, which can then be used to rank applicants.

Rubric

Include Duet alongside other metrics in a scoring guide, with each level clearly described

Qualitative

Your reviewers use Duet and all other application materials to make a progress decision, without any mathematical formula. (e.g. to also select applicants who have high alignment scores but lower scores for GPA or standardized tests)

Duet Program Profile

Duet Program Profile on Altus Insights

Multiple stakeholders (faculty & trainees) have completed Duet at your institution

Altus takes all of these assessment results and averages them out to create your program's overall value preference profile

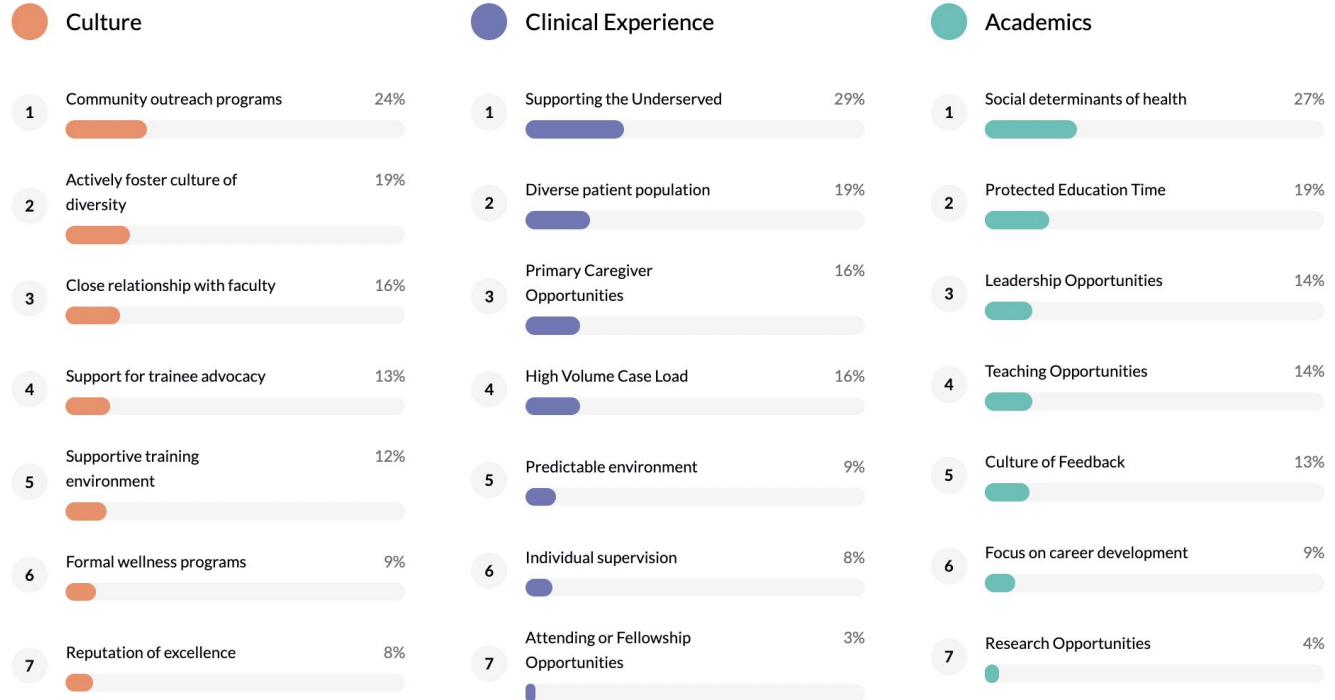# Within Category Rankings on Altus Insights

Within Category Ranking

Within Category Ranking show the degree to which program participants endorsed each characteristic, taking into account both how often each characteristic was chosen and the strength of those choices

The Duet assessment has:
3 overarching categories

Each category contains
7 characteristics

Each characteristic within a category is prioritized relative to each other

Result = three ranked lists of program characteristic preferences/priorities (from most to least preferred)

Culture

#	Characteristic	%
1	Community outreach programs	24%
2	Actively foster culture of diversity	19%
3	Close relationship with faculty	16%
4	Support for trainee advocacy	13%
5	Supportive training environment	12%
6	Formal wellness programs	9%
7	Reputation of excellence	8%

Clinical Experience

#	Characteristic	%
1	Supporting the Underserved	29%
2	Diverse patient population	19%
3	Primary Caregiver Opportunities	16%
4	High Volume Case Load	16%
5	Predictable environment	9%
6	Individual supervision	8%
7	Attending or Fellowship Opportunities	3%

Academics

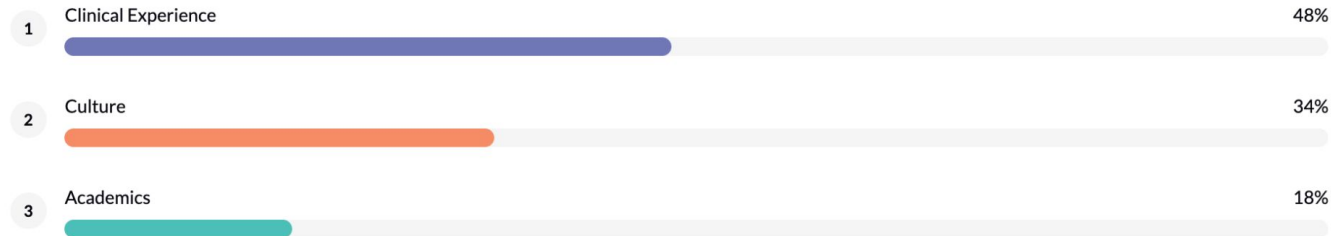| #	Characteristic	%
1	Social determinants of health	27%
2	Protected Education Time	19%
3	Leadership Opportunities	14%
4	Teaching Opportunities	14%
5	Culture of Feedback	13%
6	Focus on career development	9%
7	Research Opportunities	4%

Cross-category Ranking on Altus Insights

The final section of Duet asks the test-taker to prioritize the categories in comparison to each other. This tells you how your program values the three overarching categories relative to each other (with 3 comparisons per program representative).

For instance, for the program below, Clinical Experience is ranked first.

Cross-category Ranking

Cross-category Ranking shows the degree to which program participants endorsed each category, taking into account both how often each category was chosen and the strength of those choices

1	Clinical Experience	48%
2	Culture	34%
3	Academics	18%

Applicant Results:
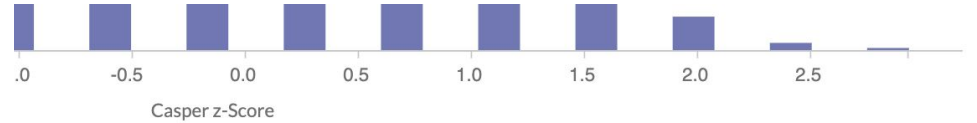# Duet Alignment Scores

Duet Alignment Scores on Altus Insights

Altus Insights lists 5 different Duet alignment scores:

3 Category scores

1 Average Score (i.e., the average of the Category scores)

1 Weighted Average Score (i.e., the average of the 3 Category scores "weighted" by your program's Cross-category profile)

Note: For a .csv of the data, please click the 'Export' button. You may also use the 'Configure columns' button to select the columns that interest you most.

Casper z-Score

Configure columns | Export ⌄

↓ D - Academics	↓ D - Clinical Experience	↓ D - Culture	↓ D - Average Score	↑ D - Weighted Average	↓ Duet CompletedAt
95	90	78	88	90	2021-06-27
93	87	82	87	89	2021-09-23

What does each score represent?

VALUE-ALIGNMENT ASSESSMENT

Programs may use any of the 5 Alignment scores.

The three **category scores** quantify the alignment between an applicant and the program profile for each category. A category score represents how similarly the applicant and the program prioritized the seven characteristics within each category.

The **average score** weights each of the 3 categories equally to produce an average alignment score.

Lastly, the **weighted average score** takes the program's cross-category preferences into account when calculating the average score. The weighted average score differs from the average score solely in the weights assigned to each category.

↓ D - Academics	↓ D - Clinical Experience	↓ D - Culture	↓ D - Average Score	↑ D - Weighted Average
95	90	78	88	90
93	87	82	87	89

How is Duet scored?

VALUE-ALIGNMENT ASSESSMENT

🏫 **Program Profile**   👤 **Applicant Profile**

Academics	Academics

Most frequently chosen program characteristics

↓

Least frequently chosen program characteristics

A	D
B	B
C	C
D	A
E	F
F	G
G	E

Alignment score =
47

Comparison of the "similarity" of the program versus applicant's
"relative preference profile" = a score out of 100.

Alignment Score Interpretation:

- 0 = when compared to the program, the applicant's characteristic rankings were in the exact opposite order

- 100 = when compared to the program, the applicant's characteristic rankings were in the exact same order

How is Duet Average Alignment scored?

VALUE-ALIGNMENT ASSESSMENT

Program Profile   Applicant Profile

Academics	Academics
A	D
B	B
C	C
D	A
E	F
F	E
G	G

Academics
Alignment = **47**

Clinical Experience	Clinical Experience
G	E
D	C
C	B
B	A
E	F
F	D
A	G

Clinical Experience
Alignment = **86**

Culture	Culture
C	G
F	B
A	C
D	F
E	A
B	E
G	D

Culture
Alignment = **64**

Average Alignment
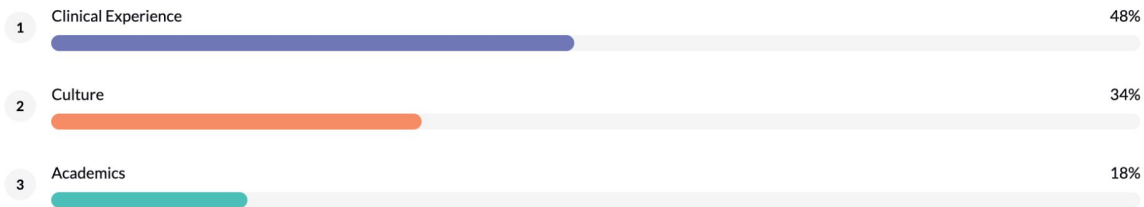score = **66**
(47 + 86 + 64)/3 = 65.6

How is Duet Weighted Average scored?

VALUE-ALIGNMENT ASSESSMENT

An applicant's alignment scores across the 3 categories are weighted by your program's Cross-category profile.

1	Clinical Experience	48%
2	Culture	34%
3	Academics	18%

Category	Weight
Clinical Experience	**0.48**
Culture	**0.34**
Academics	**0.18**

How is Duet Weighted Average scored?

VALUE-ALIGNMENT ASSESSMENT

🏫 Program Profile   👤 Applicant Profile

Academics	Academics
A	D
B	B
C	C
D	A
E	F
F	E
G	G

Clinical Experience	Clinical Experience
G	E
D	C
C	B
B	A
E	F
F	D
A	G

Culture	Culture
C	G
F	B
A	C
D	F
E	A
B	E
G	D

Academics
Alignment = **47**

Clinical Experience
Alignment = **86**

Culture
Alignment = **64**

Academics
Weight = **0.18**

Clinical Experience
Weight = **0.48**

Culture
Weight = **0.34**

Weighted Average
Alignment score = **72**

*47*0.18 + 86*0.48+*
*64*0.34 = 71.5*

Which Alignment score should I use?

VALUE-ALIGNMENT ASSESSMENT

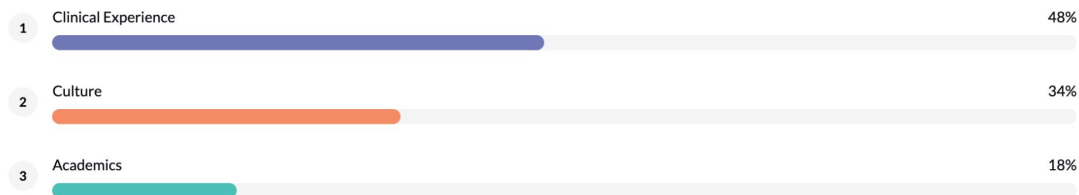| ↓ D - Academics	↓ D - Clinical Experience	↓ D - Culture	↓ D - Average Score	↑ D - Weighted Average
95	90	78	88	90
93	87	82	87	89

Programs may use any of the 5 Alignment scores.

For a comprehensive overview that takes the program's cross-category preferences into account, we recommend the **Weighted Average** score.

Cross-category Ranking

Cross-category Ranking shows the degree to which program participants endorsed each category, taking into account both how often each category was chosen and the strength of those choices

1. Clinical Experience — 48%
2. Culture — 34%
3. Academics — 18%

If the program prioritizes one of the 3 categories (e.g. Clinical Experience) the program may also decide to place more focus on that category alignment score.

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Thank you

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