

MULTIPLE MINI INTERVIEWS (MMIs)

MMIs or Multiple Mini Interviews are used primarily for assessing students for admittance to health related professional schools. This interview format consists of a series of short interviews (usually 6 to 10 minutes each) that take place at separate stations on a circuit. Although Multiple Mini Interviews were initially developed for medical school candidates, they are now common for admittance to nursing, pharmacy, occupational therapy, physiotherapy and veterinary schools.

How do MMIs work?

MMIs allow selection committees access to a large number of candidates in a short period of time and aids them in evaluating candidates through a variety of exercises. Research on the MMI format indicates it may be more effective than panel interviews in assessing non-cognitive competencies in areas like: critical thinking, ethical decision-making, self-evaluation, communication, collaboration, empathy, ability to cope with ambiguity, attention to detail, respect for others, and knowledge of health and societal issues.

MMIs also offer participants an opportunity to have a fresh start when they move to a new station and some candidates find this format to be less intimidating than a meeting with a large panel. MMIs usually run for about two to three hours and are often structured along the following lines:

- + Welcome and orientation
- + A bell sounds and applicants move to an assigned station and have two minutes to read a question or scenario and consider their response
- + A bell sounds and participants enter the station and answer the question or complete the task or role-play (six to ten minutes)
- + Applicants may be offered a prompt by the evaluators to assist them with answering a question more thoroughly or to complete a task effectively
- + Tasks may include role-playing, the use of equipment or written assignments
- + Stations may have one evaluator or a number of people in the room: for example a station may have an evaluator and an actor who role-plays a task with an applicant
- + Participants continue to move on a circuit, from station to station approximately ten to 12 times
- + One or two stations may be designated as rest stations
- + A tour of the school is often part of the MMI event schedule

If the MMI is not being held in your city of residence, plan your travel so that you arrive on time.

Sample MMI questions and scenarios

1. You are working alone in a convenience store as a cashier late at night. An older man comes in and buys a coffee. He is staggering, seems disoriented, and you smell alcohol on his breath. On the way out, he bumps into a shelf and knocks some cereal boxes off. He tries to put the boxes back, but cannot manage this task. What actions might you take in this situation? Provide reasons for your responses.

2. You are on holiday at a Mexican beach resort with some friends who are staying one floor down from you. In the middle of the night, a large earthquake takes place, and the building you are in is severely damaged. You have injured your leg, suspect it might be fractured, and you hear someone yelling for help near by. What would you do?

Preparing for success in your MMI

Before your MMI, consider these ideas to help you prepare:

- + Practice your communication skills; learn to express your ideas in a structured and organized way
- + Consider how you might express your empathy, understanding and patience in your interpersonal communication
- + Pay attention to news on health care and health related issues and consider the ethical, economic and geographic challenges
- + Research issues in your chosen health care occupation
- + Develop your awareness of ethics and standards of professional conduct—be prepared to respond to scenarios where your integrity might be challenged
- + Strengthen your ability to analyze complex situations by looking at various sides of issues and then discussing these points
- + Practice sample questions and the MMI format with friends or other candidates