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PREPARING FOR MULTIPLE-MINI INTERVIEWS (MMI)

Multiple-mini interviews are common for admissions to professional programs such as Medical School, Nursing, Physician Assistant, and other Allied Health professions. MMIs are designed to evaluate candidates “non-cognitive” abilities. The series of discrete mini-interviews will evaluate core skills and attributes required for the profession, such as critical thinking, decision making, communication skills, interpersonal abilities, compassion, ability to work as team, etc. These factors will be evaluated in a series of discrete short interviews with independent evaluators at each “interview station”. The interview stations may require you to role play, answer a typical interview question, discuss your opinion or decisions about a scenario, work on a task with another person, or write within a specific time frame (usually 8 minutes).

There is a common format to Multiple Mini Interviews; however, **there are variations depending on the school and program you are applying to.** The number of stations, duration, types of activities can vary (writing, role plays, group interactions, direct question, etc.). Some programs also have a short traditional interview at the end of the MMIs.

PREPARING FOR THE MMI

Step 1 – Understand the characteristics and skills the program is looking for in their potential candidates.

- Gather information about the program via their website, talking to students or former students who have attended the program, and/or attending the school’s information sessions.
- *Gather information about the competencies and expectations of the profession you are entering.* You might have already explored this before deciding to apply, but we encourage you to re-visit your research on the profession and pay attention to the specific competencies and skills required of the profession. Resources for gathering information is provided below.
- This step will give you better understanding of what “they are looking for”.

Step 2 – Review your past experiences (academic, work, volunteer, personal) and reflect upon how your experiences coincide with the characteristics, skills, attitudes required of the profession and the program.

- Develop a “qualifications chart” – on one side of the paper list the skills/characteristics expected/required and on the other side of the paper list your “stories”, experiences, examples of when you have illustrated those skills/characteristics.
- *Think critically and introspectively about how you reacted, behaved, felt, thought to gain greater consciousness of how you might then respond in a possible scenario or role play that might take place during the MMI.*
- This step will help to increase your self-awareness and prepares you to talk about yourself.

Step 3 – Get feedback from others.

- We all have blind spots and getting honest and constructive feedback from others on our strengths, weakness and “first impressions” is helpful for developing greater self-awareness.
- The more you know about how you “come across” or how your perspective or approach to

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situations differs, the more you can consciously respond during the MMI scenarios etc.

Step 4 – Review ethical or professionally challenging scenarios and practice articulating your thoughts about them.

- Get informed on current health issues relevant to the profession you are applying - ie. Multi-disciplinary teams, changing roles, health care system, patient rights etc.
- Create your own scenarios and practice articulating your response with an *emphasis on showing your reasoning, decision making process* and not to worry about whether you are “right”, it is the way you approach the scenario that is of interest to the interviewer – how well you explain yourself. See “additional websites” below for Practice MMI Questions.

Step 5 – Familiarize yourself with the MMI process.

- Go directly to the source – gather the information about the MMI format based on the program you applied to – there are variations so be sure to know about them!
- Call the Admissions Officer if you have specific questions about the format or process.
- Review other programs/schools for a general framework – see “additional web sites worth visiting” for some suggestions.

Step 6 – Practice! Practice!

- Any practice in talking about yourself, talking about health issues, or explaining your reasoning will help you feel more prepared. You don’t necessarily have to practice in a MMI format.
- The Interview Stream-on-line practice tool that allows you to record yourself and get feedback from friends or mentors.
- Attend a Mock Interview Workshop that provides general in person practice, or you can set up practice sessions with friends.
- The [Interview Prep](#) page on our website provides tips on your overall interview approach.
- Practice articulating your “stories” with a Situation, Task, Action, Result approach helps you to organize your story for the listener.
- Practice can also be in the form of writing your thoughts out, but be sure to practice communicating your experiences, stories, achievements, attitudes, thoughts, opinions verbally!

WEBSITES TO VISIT

- [University of Calgary](#) - Medical school website has created some great resources that we recommend.
- [McMaster University](#) –medical school admission site provides a sample of the interviewer manual
- [McGill University](#) – Provides practice MMI questions

STUDENT SUCCESS CENTRE RESOURCES

- [Interview Tips and Interview Stream practice tool](#) – Interview tips and web-based based interview practice tool