

# MMI Interview Prep

**Multiple mini interviews (MMI)** are series of mini interviews that evaluate core skills and attributes required for success in the health profession you are interviewing for. Factors such as critical thinking, decision making, communication skills, interpersonal abilities, compassion, the ability to work as team, etc. 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.

**There are variations of the MMI format depending on the school and program you are applying to.** The number of stations, duration and types of activities can vary (writing, role playing, group interactions, direct questioning, etc.). The time frame for each mini interview ranges from 8-10 minutes, typically.

## PREPARING FOR MULTIPLE MINI INTERVIEWS

- 1. Understand the core skills and attributes the program is seeking in their candidates.**
  - Gather information about the program through 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 “core competencies” and skills required of the profession.
  - This will give you better understanding of what types of skills or attributes that might be evaluated in the interview.
- 2. Review your past experiences (academic, work, volunteer, personal) and reflect upon how they demonstrate the characteristics and skills required of the profession and the program.**
  - Develop a “qualifications chart.” In one column, list the skills/characteristics expected or required, and in another column list your corresponding stories, experiences and examples of when you have illustrated those skills/characteristics.
  - Thinking about your stories with a “Situation, Task, Action, Result” approach helps you to organize your story for the listener. Think critically and introspectively about how you reacted, behaved, felt and thought to gain greater consciousness of how you might then respond in a possible scenario or role-playing situation.
  - This will help to increase your self-awareness and prepare you to talk about yourself.
- 3. Get feedback from others.**
  - We all have areas we forget to think about, and getting honest and constructive feedback from others on our strengths, weaknesses 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 a situations differs, the more you can consciously respond during the MMI scenarios.



#### 4. Review ethical or professionally challenging scenarios and understand ethical guiding principles for the profession.

- Get informed on current health issues relevant to the profession you are applying (multi-disciplinary teams, changing roles, the health-care system, patient rights etc.)
- Practice articulating your reasoning and decision-making process in your response to ethical scenarios.

#### 5. Find an answer structure that works for you

- MMI answers are long, and they can be complex. It is important to figure out a structure that works for you. Consider how you process information and solve problems.
- To help you stay on track to give a comprehensive answer, consider these sample formats. Adapt them to find a structure to your responses that works for you.

#### Sample 1:

1. **Summary:** Provide a brief summary about your understanding of the question.
2. **Identify the key issue(s):** Explain the issues and/or major dilemma involved.
3. **Seek more information:** When the information is limited in the question, define the context of the situation to demonstrate that you stay open-minded and that you can discuss the answer from other perspectives and identify missing information.
4. **Action:** Think aloud to show your critical thinking skills. Assess the possible courses of action and explain the pros and cons of each. Explain your preference.
5. **Take initiative:** Try and come up with practical suggestions to prevent the issue in the future. (propose changes including policies, procedures, planning, etc.)

Excerpt from: *Multiple Mini Interview Questions Book*, MSC Medical (2012), p.14-17.

#### Sample 2:

1. What general type of scenario does this MMI station fit into?
2. What is the main problem or issue in this MMI station?
3. What is the main source of the problem or issue in this MMI station?
4. What personal experience do I have to include that is relevant to this MMI station?
5. How would I resolve the problem or issue, taking into account my perspective and other perspectives for this MMI station?

### ADDITIONAL RESOURCES ON MMI INTERVIEWS

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

