

KING'S  
*College*

LONDON



*Preparing your  
students for*  
**MULTIPLE MINI  
INTERVIEWS**

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*Multiple mini interviews*

## **WHAT WE WILL BE COVERING**

- Background and context
- What is an MMI and why do we use them
- How does it differ
- How students should prepare
- Example questions
- Q&A



*Multiple mini interviews*

## **WHY INTERVIEW?**

- Suitability to be a health professional
- Communication skills
- Scientific knowledge
- Knowledge of ethical issues
- Decision making





*Multiple mini interviews*

# TYPES OF INTERVIEWS

- Panel interview
- Group interview
- Multiple mini interviews (MMI)

Chance for the student to interview the university!



## Multiple mini interviews

# WHY MMI'S

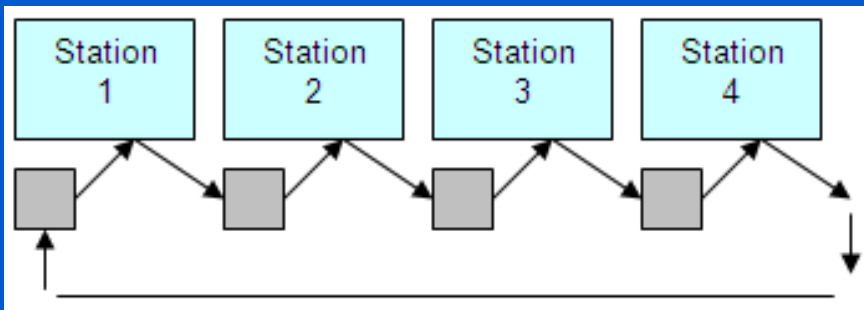
- Multiple different interviewers allows a range of perspectives (academic, clinician, student, lay person)
- Fresh start for each question
- Reduced risk of disadvantage for the student if they don't 'click' with a particular interviewer
- More transparent
- More structured – each student asked exactly the same questions, plus interviewers marking each answer against a clear rubric for that question, not scoring based on an overall feel after 30 minutes of conversation
- MMI score can predict medical student' academic achievement in the first two years of study.  
(Lee HJ et al, 2016)



## Multiple mini interviews

# MULTIPLE MINI INTERVIEWS (MMIs)

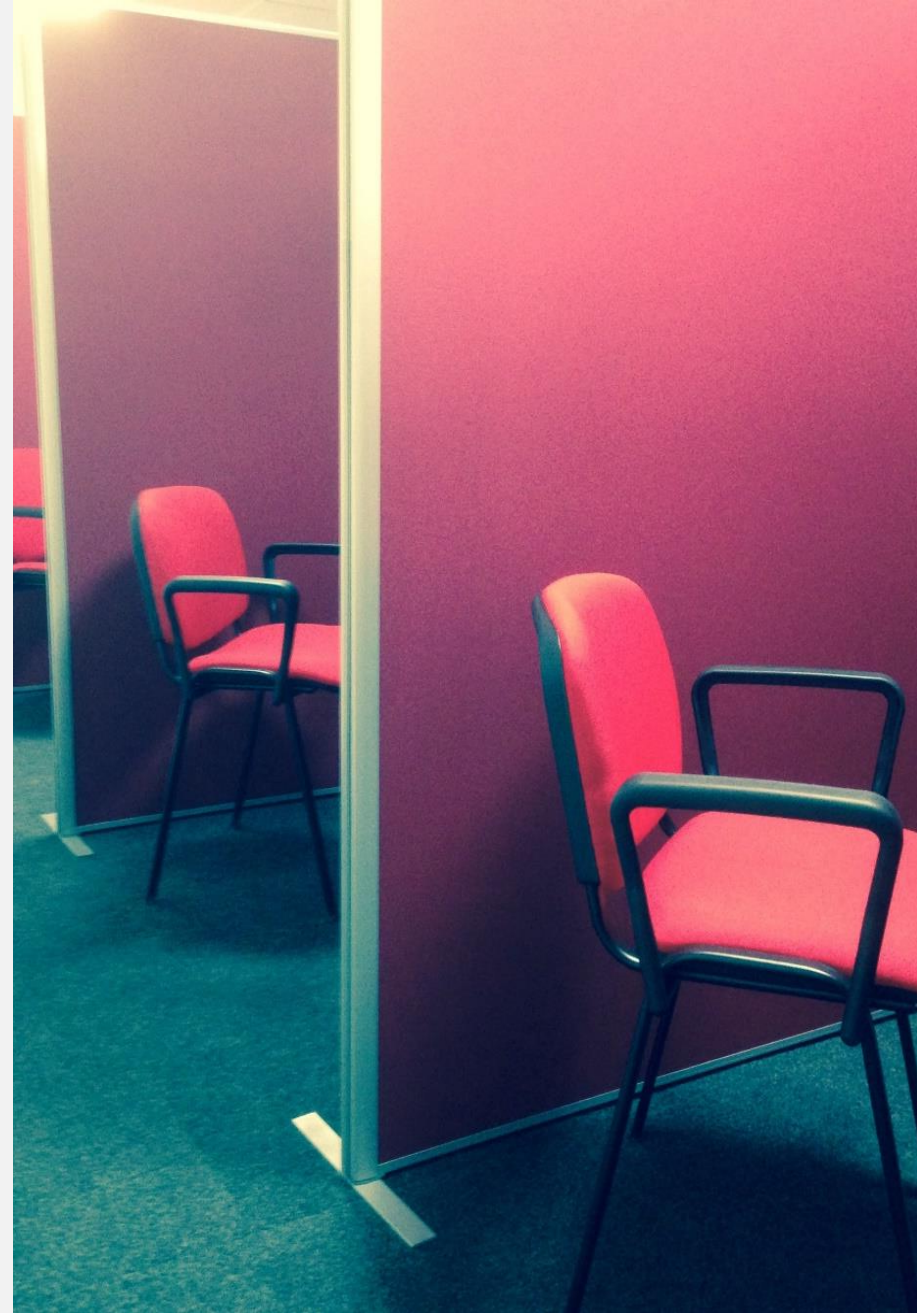
- Usually 4-7 'mini' interviews – 1 question or task per station
- Different interviewer at each station
- 3-5 minutes per station, 90 second interval in between
- Numeracy and Literacy test after MMI (40 minutes)



*MMIs give students an opportunity to show us their skills, not just tell us.*









*Multiple mini interviews*

## **KEY DIFFERENCES OF MMIs**

- Conducted in loud, busy suites
- All interviewees are briefed together upon arrival
- A different interviewer at each station
- Filling the time is a good thing
- Assesses the applicant holistically



*Multiple mini interviews*

## THINGS TO CONSIDER

- All formats are a formal interview so dress and tone is the same for candidates
- Some universities include a group task
- The number of stations can vary significantly by university
- Students may be asked to bring evidence of their work experience or a portfolio
- Manual dexterity (dentistry), ethical scenarios and patient communication (medicine) are common tasks



## *Multiple mini interviews*

# PREPARATION FOR MMIs

- There are lots of practice questions online – prepare general responses but don't memorise answers
- Prepare at least three points per topic
- Get practice – friends, family, a mirror! Do timed practice for MMIs, 5 minutes can feel very long
- Read up on current issues in the field – BBC news is good!
- Re-read the personal statement
- Actively listen to the question, don't be scared to take a second to think before you respond.





Let's have a go...

## EXERCISE

Looking at the question below, what do you think we are assessing by asking this? What would an excellent answer include?

***•“What personal qualities should a good healthcare professional have, and when and where have you had to exhibit these qualities to date?”***

You have 3 minutes to come up with 3-5 points



*Let's have a go...*

## **EXERCISE**

- ***“What personal qualities should a good healthcare professional have, and when and where have you had to exhibit these qualities to date?”***

An excellent answer would cover many of the following plus a relevant example and would demonstrate a realistic understanding (as far as possible) of a career in healthcare:

- Desire to work with people and a commitment to a life of service
- Integrity and honesty
- Empathy
- Compassion
- Courteous and respectful
- Ability to lead and cooperate
- Dedication to continuous learning, flexibility
- To be able to communicate effectively and sensitively
- Critical judgement to solve problems - must be able to measure, calculate, reason, analyze

*Let's have a go...*

## **EXERCISE (continued)**

*An actor plays the role of your elderly neighbour. You have just accidentally run over your neighbour's cat whilst reversing your car. You have 5 minutes to break the bad news to her.*

*Why?* This role-play tests insight, integrity, communication skills and empathy.

*You are given details of 15 individuals, including their age, sex and occupation. A nuclear attack is imminent and you are only allowed to save 5 of them from destruction. Which ones and why?*

*Why?* A prioritisation exercise. The emphasis is on problem solving and rational thinking under pressure.

*Without using your hands, explain how to tie shoe laces.*

*Why?* Tests verbal communication skills, the ability to break down the task into a series of small steps and your ability to check that the interlocutor is understanding what you are saying.



# HEALTHCARE AT KING'S

- MBBS Programme (Six years with opt-out intercalated BSc year)
  - Extended Medical Degree Programme MBBS (Seven years with opt-out intercalated BSc year) – UK non-selective state schools
  - Graduate/Professional Entry Programme (four years)
  - Clinical vs non-clinical
- Biomedical Engineering
  - Biomedical Sciences
  - Chemistry with Biomedicine
  - Dentistry (MMI)
  - Global Health and Social Medicine
  - Midwifery (MMI)
  - Nursing (MMI)
  - Nutrition and Dietetics (MMI)
  - Pharmacy
  - Physiotherapy (MMI)
  - Psychology
  - NEW! Sports and Exercise Medical Sciences

# Questions?

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