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’s academic achievement in the first two years of study.
  (Lee HJ et al, 2016)
**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
EXERCISE

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

Let’s have a go…

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 intercalculated BSc year)

- Extended Medical Degree Programme MBBS (Seven years with opt-out intercalculated 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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