Multiple Mini Interview
Preparing for success in the MMI
Types of Medical School Interviews

- The traditional interview (open or blind)
- The panel interview
- The MMI

- It will typically be disclosed, when you receive an interview invitation, what type of interview format will be used
- The Career Center can help you prepare for all types
MMI format becoming more prevalent every year

- In 2014-2015 application cycle:
  - 30 of the 141 accredited US medical schools used the MMI (21%)
  - 4 of the 30 accredited US DO schools used the MMI (13%)
What is the MMI

- Allows admissions committee to assess applicant characteristics and attributes important in a competent and caring physician
- Has been used successfully in the Canada (where it started), the US and Australia for about 10 years
- We have provided a handout listing “MMI schools”
The Purpose/Value of the MMI

- Assessment of:
  - Communication skills/compassion
  - Professionalism
  - Critical thinking
  - Ethical decision-making

*It also eliminates the possibility of “interviewer bias”, and gives the students to make multiple good impressions*
The Structure of the MMI

- Students typically will be lined up outside multiple doorways, where they will have 2 minutes to read and “digest” a scenario, question, task.

- When the bell rings after those 2 minutes, the student will enter a room with an interviewer, actor, etc. inside the room. The student will have 6-8 minutes to speak, interact with the actor, etc.

- At the end of that time, another bell rings and all students must stop speaking and rotate to the next station.
Just like speed-dating!
Manners, etc.!

- Introduce yourself as you enter the room, and extend your hand.
- At the conclusion, shake hands again, thank the interviewer for his/her time.
- Always use good eye contact with the interviewer, actor, etc. in the room.
- Keep calm even when you are dealing with an unpleasant, argumentative “sparring partner”.
The MMI interviewers

- Physicians/Admissions Committee Members
- Other staff
- Medical students
- “Civilians”/trained townspeople
- Actors
Types of Questions/Prompts/Scenarios

- Rarely, a traditional interview question
- Interactions with an actor
- Essay writing
- Responding to a prompt, with only you speaking for 8 minutes; sometimes there will be follow-up questions from the interviewer
- Completion of a task, often with another person
What the MMI is not

- A critique of your acting skills
- A back-and-forth dialogue
- An opportunity for you to highlight your good qualities or explain some less-than-stellar aspects of your candidacy
Preparing for the MMI

- Questions are unique and unpredictable, so practicing/rehearsing answers to specific questions is unlikely to help

- Practice expressing yourself; in particular, practice speaking for 8-10 minutes on a topic; wear a watch to interview

- Have your friends pepper you with questions; practice organizing your responses in a logical manner

- Come to the Career Center
Preparing for policy/ethical questions – resources for all types of interviews

- Be familiar with the Affordable Care Act

- Reading material:  
  Center for Disease Control  
  Medline Plus  
  NIH  
  NPR Health section  
  New York Times’ Health section  
  PubMed  
  WebMD Health News
A few salient tips

- Work on time management – remember that you may have to fill 8 minutes of “air time” by yourself
- Practice speaking on a sample topic for this time period
- Wear a watch – there may not be a clock in the room
- For some prompts, it maybe be helpful to think of forming your answer in a logical manner, e.g. in a way you might organize a paper – good start, supporting arguments in the middle, cogent conclusion
- Listen carefully to the interviewer – you may be given follow-up prompts
What are some of the ways applicants are evaluated during the MMI?

- What is your ability to analyze and organize information quickly, to discuss both sides of ethical dilemmas, think critically, and problem solve?

- Have you answered/responded to the prompt that was presented and not just used the time as a forum to talk about what you want to say. Listen to what the actor/interviewer is saying?

- Do you have good communication and inter-personal skills?

- How well do you work in a team situation?

- Do you have an understanding of bioethical issues? Well read?
Thank you notes after MMI

- Send a letter to the admissions office, attention to the person who scheduled your day and interacted with you.

- Thank them for your experience during the medical school interview.

- Mention highlights of your day at the med school, including things that really made you eager to attend their medical school.
Do not share with anyone the specifics about your interview

- Typically, you will be asked to sign an agreement that you will not divulge the specifics about the interview questions.

- It is to your advantage to not share – do not give the interviewees that follow a “leg up” and, of course, be ethical.
Sample MMI Prompt & Answer
What the Calgary applicant did right

- Gave a re-cap/re-statement of the prompt
- Did not give direct answer right away
- Looked at the issue/problem from many perspectives
- Spoke in a compassionate way about her friend’s issue
- Maintained good eye contact.
- Listened carefully to follow-up questions and answered what was asked
- Good summary
- Good manners
Do Mock MMI interviews

- Have your friends pepper you with MMI prompts that are published on the internet
- Schedule an appointment with one of the Pre-Health advisors at the Career Center for a Mock MMI:
  - Michaele Penkoske, MD, Clarissa Smith, MD, Patricia Penkoske, Andy Harber, April McClellan and others