

## **WHAT IS THE MULTIPLE MINI INTERVIEW (MMI)?**

The multiple mini interview (MMI) is a series of short structured interviews used to assess the personal traits that we are looking for in our applicants to the MD program. Each mini interview provides an applicant with two minutes to read a question/scenario and mentally prepare before entering the interview room. Upon entering, the applicant has eight minutes of dialogue with one assessor (or, in some cases, a third party as the assessor observes). At the conclusion of the interview, the applicant moves to the next scenario and the assessor completes the evaluation form. This pattern is repeated through a circuit of multiple stations, with the typical MMI taking approximately 90-120 minutes, depending on the number of stations included.

The MMI was developed at McMaster University and its medical school has been using it as a criterion for selecting students since 2004. Multiple studies have demonstrated that the MMI has better reliability than a traditional panel interview or other measures of personal traits and the MMI has been shown to be a valid measure of future success in medical school. Today, the majority of Canadian medical schools use the applicant's performance in their respective MMIs to inform their admissions decisions.

## **WHY ARE WE USING THE MMI AT THE UNIVERSITY OF SASKATCHEWAN COLLEGE OF MEDICINE?**

The MMI gives the Admissions Committee a measure of an applicant's personal traits that cannot be assessed by their academic performance alone. Having future medical practitioners with desirable personal traits is very important to the College of Medicine and for our society as a whole.

Here are some of the strengths of the MMI compared to other measures of personal traits:

- Provides multiple opportunities for a diverse applicant pool to demonstrate their abilities and personal traits
- Dilutes the effects of chance and assessor bias
- More standardized delivery - all applicants respond to the same questions and assessors all receive the same background information *a priori*
- Stations can be designed with a great deal of flexibility in order to assess applicants for personal traits desired by the medical school
- Applicants can recover from a challenging station by moving onto a new station with a different assessor
- Studies show that the MMI is a better predictor of medical school performance compared to other measures of personal traits (autobiographical submissions, panel interview, simulated tutorial)

## **WHAT WILL BE ASSESSED DURING THE MMI?**

Personal traits and abilities, such as communication skills, maturity, professionalism and an ability to think on his or her feet will be assessed during all of the MMI stations. Station scenarios are structured specifically to assess numerous different domains, including an applicant's non-academic achievements and life experiences, ethical and critical decision-making abilities, abilities to complete a task and follow directions, knowledge of the health-care system and determinants of health in the local or global context, commitment to helping others, discussions about social accountability and desire and motivations to study and pursue a career in medicine.

Background knowledge in basic or clinical sciences is no more useful than knowledge in other disciplines. The MMI scenarios are designed specifically to generate general discussion and do not have any "correct" answers per se. Applicants will be asked to respond to a scenario, communicate their understanding of the scenario, discuss the issues raised in the scenario, express personal thoughts and opinions, highlight previous life experiences pertaining to the scenario and defend any ideas they put forward. To generate further discussion, our assessors may probe deeper by asking additional questions or clarify points that are made. We are interested in a genuine and rich dialogue with the applicant that allows us to get to know them best.