

Multiple Mini Interview (MMI)

What is the MMI?

The Multiple Mini Interview (MMI) is an increasingly popular screening method used to select candidates for admission to educational programs in regulated professions, most commonly within the health professions – e.g., medicine, pharmacy, occupational therapy, and others.

The format requires candidates to participate in a series of short, structured interview stations that are used to assess personal qualities, skills and knowledge. Typically there are 8 to 12 stations. Depending on the program and school, the questions may or may not relate to health care topics.

General Interview Strategies

- After reviewing the question, try to identify why you are being asked this question. What do you think the interviewer is trying to evaluate?
- When entering each station, pause to introduce yourself (unless instructed otherwise), smile, and consider your body language.
- Summarize or rephrase the question before responding.
- Structure your response so that the interviewer has an idea of what you will be discussing.
- Pace yourself.
- Articulate your thinking process as it is helpful for the interviewer to hear how you arrived at your conclusion and demonstrate that you fully considered all of the information, stakeholders and implications.
- Connect your response to professional codes of conduct when appropriate.
- Relate your response to your personal/professional experiences when appropriate.
- Conclude by summarizing and highlighting your main points.
- Practice, practice, practice!

Where can I find more information and resources?

- Log into cln.utoronto.ca and click on Events & Workshops in Scarborough. Attend the *MMI Prep 101* workshop (Winter semester). Participation in *MMI Prep 101* qualifies you to attend our Mock MMI, a simulation.
- Meet with a Career Counsellor to practice answering sample questions.
- Review the professional code of conduct for the appropriate profession by visiting the relevant professional association/regulatory body website (e.g., Ontario College of Physicians and Surgeons website).
- Read *Doing Right: A Practical Guide to Ethics for Medical Trainees and Physicians* by Philip C. Hebert, available through the [U of T Library](#).
- Visit online student forums such as [Premed 101](#) or the [Student Doctor Network](#) to find advice from people recently admitted via a MMI process.

What does the MMI interview process entail?

Candidates are given 2 minutes to read the question or scenario posted outside the station door and mentally prepare a response before entering the interview room.

Upon entering the station, the candidate will have approximately 6 to 8 minutes to respond to the question.

The candidate will receive a signal (a buzzer may sound) that it is time to move to the next station. Some of the scenarios may involve debating a topic, role playing with an actor or working as a team member to complete a task.

The reverse side lists some example categories. It is not intended to be a comprehensive list.



Examples of MMI Station Types and Skill Evaluation

Station Type	Sample Question	Candidates are evaluated on their ability to
Communication/ Role Play	Your company needs both you and a co-worker (Sara, a colleague from another branch) to attend a critical business meeting in San Diego. You arrive at Sara's office to drive her to the airport. She is acting strangely.	<ul style="list-style-type: none"> • Communicate clearly demonstrating professionalism, empathy, self-awareness, insight. • Demonstrate integrity and respect for diversity.
Health Care Knowledge	Compare the Canadian and US healthcare systems, addressing advantages and disadvantages of privatized health care.	<ul style="list-style-type: none"> • Demonstrate knowledge of health care related concerns, trends and policies as well as the role of the health professional.
Critical Thinking	Universities strive to balance the educational needs of their students and the costs required to service a large number of individuals. One side argues that smaller classes are more effective, while others argue that it makes no difference, and larger classes should be used to minimize costs. Discuss.	<ul style="list-style-type: none"> • Clearly articulate all sides of an issue. • Think critically and solve problems. • Identify all implications and stakeholders.
Ethical Decision Making	Dr. Smith recommends homeopathic medicines to his patients. However, he does not believe they work, as there is no scientific evidence to support their usage. He recommends them to patients with fatigue or headaches because he believes that it will do no harm and provide them reassurance. Discuss the ethical issues in Dr. Smith's behavior.	<ul style="list-style-type: none"> • Clearly articulates all sides of an issue. • Make decisions while examining an issue/dilemma from multiple perspectives. • Demonstrate knowledge of health related issues and professional codes of conduct when appropriate.
Collaboration	Review an illustration and verbally guide your colleague to complete a paper folding project. Your colleague cannot see you. You have 5 minutes to complete the project followed by 3 minutes to discuss any difficulties that arise.	<ul style="list-style-type: none"> • Work as a member of a team (interpersonal skills) to complete a task. • Follow instructions (listening skills). • Provide detailed instructions.
Writing	Write a paragraph about your response/reaction to a quotation.	<ul style="list-style-type: none"> • Demonstrate academic writing and writing in a professional manner.

Reference: Eva KW, Rosenfeld, J., Reiter HI, Norman GR. (2004). An Admissions OSCE: The Multiple Mini Interview. *Medical Education*, 38: 314-326

Please note: While this tip sheet aims to ensure accuracy, requirements do change. Consider it a starting point for your further research. Visit individual school websites for information about their interview processes and format.