



Using the Multiple Mini Interview for selection into vocational general practice training

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ABSTRACT

INTRODUCTION: Interviews for selection into post-graduate training courses are an accepted method of selection; there is the presumption that such interview processes are fair to both candidates and the training scheme.

AIM: Due to concerns over unconscious bias and a desire to move to best practice, the Royal New Zealand College of General Practitioners introduced the Mini-Multiple Interview (MMI) process as the selection process for doctors wishing to enter vocational training in general practice.

METHODS: Aspects assessed during the interviews were developed through wide consultation and included: reason for wanting to undertake training, managing poor compliance, addressing issues of equity, managing complaints, insight and understanding the role of general practitioners in chronic care. There were 218 applicants who took the MMI. Demographic data as well as scores were collected.

RESULTS: The MMI process has good reliability and performs well in several aspects of validity. All three interview venues had similar results. There was no gender difference in overall result or scores. New Zealand graduates scored higher than overseas graduates. Of the 218 candidates, 12 were considered not yet ready to enter training.

DISCUSSION: The MMI process appears to have acceptable reliability and good validity. The structure of the MMI is likely to have reduced unconscious bias. Further research will study the predictive validity of the MMI for this cohort of candidates.

KEYWORDS: General practice; vocational training; interview.

Introduction

Admission processes for postgraduate training aim to select candidates who are likely to successfully complete the training and become competent practitioners in their discipline. A second objective is to design and implement a process that reflects the needs of a high-stakes assessment. Historically, interviews have been used as part of the process of candidate selection, with the typical structure being an in-depth single interview with two or three people. Concerns over issues of interrater reliability (would the interview score be the same

regardless of who was interviewing and marking a candidate?), validity (does the test measure what it is supposed to measure?) and poor ability to predict future academic performance led to the development of alternative methods of candidate selection, such as the Multiple Mini Interview (MMI) for both medical school and vocational training programmes.^{1,2}

The MMI is conceptually similar to an Objective Structured Clinical Examination (OSCE) with multiple stations, each assessing a different attribute

Multiple Mini Interview General Practice

SAMIR. DESAI

Multiple Mini Interview General Practice:

INTERVIEWS FOR MEDICAL SCHOOL: Multiple Mini Interview (MMI) Practice Thanthullu Vasu, Shrya Shyam, RISE Foundation Leicestershire, 2023-04-21 Medical interviews have changed a lot with time in the last two decades multiple mini interviews MMIs have revolutionized the assessment strategies for entrance to medical schools MMIs usually consist of 6-10 stations of independent assessments done in a timed circuit so that the same examiner evaluates a specific skill for a station among the candidates. Many of these stations assess a candidate's soft skills including critical thinking, problem solving, team working, leadership, and professional attitudes in addition to their knowledge skills and motivation towards choosing medicine as a career. MMIs are not just a test of a candidate's knowledge or skills but their ability to use it appropriately at the right time. Aristotle said we are what we repeatedly do. Excellence then is not an act but a habit. Candidates wishing to succeed in medical MMI interviews need repetitive practice in the various stations. These stations usually include assessments on communication skills, medical ethics, recent medical facts, role play with an empathetic approach, data interpretation, and calculations. Scenario-based situations, personal character, motivation, and judgment. This book will provide an excellent variety of opportunities to practice these stations and guide the candidate with a framework of answers. This book can be used for various medical university entrance exams including those in the United Kingdom via the Universities and Colleges Admissions Service UCAS, the United States via the American Medical College Application Service AMCA, Canada via the respective Medical School Applications Service, Australia via the specific state Tertiary Admissions Centre, and many other countries via their specific admission pathways. Dr Thanthullu Vasu has previously published four medical books alongside many chapters and articles in leading international journals. He has founded, organized, and directed many teaching courses that have received excellent feedback. He regularly organizes national MMI courses for candidates applying to medical schools; these courses are in high demand and have consistently produced a successful outcome. Many of the contributors in the book are team members from the RISE Foundation Leicestershire, a charity based in Leicestershire. <https://risefoundationuk.com> All the contributors have extensive experience as examiners in many interviews and courses. The royalties from the sale of this book will be donated to the RISE Foundation Leicestershire. Thank you for buying this book as the money will go towards helping various causes supported by this charity. We wish you much success in your interviews and your future medical career.

The Secrets of the Multiple Mini Interview Leah R. Feldman, M.D., CM Dr Leah R. Feldman MD, 2016-03-07 A must-read for any applicant seeking admission to medical school. Preparing for the medical school interviews does NOT need to be hard. Ever wanted to know how to ACE any Multiple Mini Interview station on your medical school interview without stress? Through experiences coaching over 200 students through the medical school admissions process with MedCoach as well as through her daily patient experiences as a family doctor, Dr. Feldman will guide you through the seven key skills you need to know to ACE your MMIs. Also included: Over 15 practice MMI cases with sample

answers and best approaches to show you what to expect on your interview Many real life patient stories to illustrate the importance of each key skill and how it relates to medicine Learn how to build your confidence to tackle any MMI station Learn what it is like to go through medical school and see if the choice is right for you Learn the secret about what it takes to go through the MMI And much more Order your copy today and visit www.mymedcoach.ca to get more resources sample

MMIs and interview guides **Master the MMI** Jay Wang, 2018-05-31 This multiple mini interview MMI prep book could be the difference between realizing your dream career in healthcare and medicine or a lifetime of regret Let's face it Having a stellar application is not enough because the MMI stands as the final challenge barring you from your dream Fearful anxious confused and frustrated you want to know how to prepare for the MMI what you are doing wrong and how to do it right Fret no more Whether you are a first time interviewee or you have struggled with more than a few MMI Master the MMI Your Key to Success on the Multiple Mini Interview is the step by step polybook that will transform your answers and accelerate your path to MMI success and admission This book provides you with approaches to the various types of questions you will encounter on the MMI and how to structure and personalize your answer for clarity and impact Invest in this book today and take steps towards realizing your dream career in healthcare and medicine This book includes What are med school interviews looking for Approach to major types of questions frequently seen in the MMI Sample questions Sample answers to questions Full length MMIStudent Testimonial 1 Jay taught me to tackle the interviews using his unique approach to effectively tell interviewers about who you are in ways that highlight your skills in a humanistic fashion Further he helped me show medical schools why I was a great candidate Jay is a key reason why I can call myself a doctor today Anonymous MD University of Ottawa School of Medicine2 I owe my medical school acceptance to Jay I applied and interviewed three years straight without success Frustrated and disheartened I could not figure out what I did wrong The year I worked with Jay I told myself this would be my last application However Jay pointed out my blind spots shined the light on my strengths and showed me how to demonstrate my qualities Without his help and approach I cannot call myself a medical student today BH University of British Columbia School of Medicine3 Hi Jay I got in I want to thank you again Your personalized approach guidance throughout the application process has been invaluable in helping me get accepted I only wish I had known you sooner GL Queen's University School of Medicine4 I was really worried about my interview I often get off topic and was concerned that I wouldn't answer the questions well Initially I felt really scattered and unsure how to respond in the best way Fortunately Jay helped me develop a strategy to structure and polish my responses and represent my best self His approach made me stand out more than my peers SS University of Calgary School of MedicineBefore working with Jay I was completely lost on how to approach the multiple mini interview But after working with Jay I felt 10x more confident and could organize my thoughts and deliver strong responses to many questions He showed me the importance of personal qualities and taught me how to showcase my strengths using personal stories I am so excited to start medical school in the fall of 2018

all thanks to his guidance I could not have been this successful without him Samantha Taylor McGill University School of MedicineIf you find this book helpful please leave a review For past student testimonials success stories and coaching visit www.nextmd.ca **Interviews for Medical School** Thanthullu Vasu,Shreya Shyam,2023 [Multiple Mini Interview for Medical School: Practice Interview Series Exam 1](#) Jordan Westley,2019-10-24 Practicing the multiple mini interview is essential to the success of the applicant A full length practice interview simulates the experience of the multiple mini interview It prepares the applicant for the types of questions stamina and experience of the multiple medical interview Review the marking sheets and discussions to gain insight from the interviewer's perspective Practicing the interview experience helps prepare you to be confident and comfortable with the multiple mini interview **The Ultimate Guide to the Multiple Mini Interview (MMI)** Hayk Hakobyan,2017-07-22 When I was applying to medical school and received interviews with the multiple mini interview MMI format I had no idea what I was getting myself into Despite researching online reading other books I found on Amazon and gathering information from friends I did not fully grasp the true concept behind the MMI until attending seven of these interviews With each interview I got better in responding and learned from my mistakes from the previous interview This constant real life practice gave me enormous insight into WHAT it really takes to do well on the MMI I noticed I was not able to find any of this information anywhere else which led me to make this eBook I like to think that responding to a scenario is an art I say this because everyone will be responding differently and will approach the situation at different angles In the past I have heard that there is not a single right answer but there are many wrong answers I disagree with this partially and would like to rephrase this There is a common RIGHT approach to every scenario and there are many WRONG approaches you can take In this eBook I will begin by explaining what the MMI is all about and later outline the PRINCIPLES that you should learn The MMI is all about these principles If you learn the main principle you will confidently respond to the scenario despite the extra fluff or different details they provide This is how you do well at the MMI Along with an explanation for each principle I have also generated key buzzwords that you should mention during your response These buzzwords are what drives the response home It is what makes the interviewer think This person knows what he or she is talking about Despite the explanations and buzzwords I took the liberty to include numerous example scenarios and an ideal response for each The best practice is dissecting these questions and their responses and learning the main concept behind each question You will notice the frame of thinking understand the principle and recognize the lingo necessary to effectively answer each MMI question This is how you build confidence I have also included chapters on the role playing station the teamwork station the typing writing station and a chapter filled with example scenarios you may practice on your own After reading through this eBook you will be poised to attend any multiple mini interview and answer any MMI related question effectively I am 100% confident in this statement *Medical School Multiple Mini Interview* James Wayne,2009-09 This book contains three complete practice medical school multiple mini

interviews The interviews mimic the actual MMI's in the type of questions style structure and presentation of the interview questions The practice MMI's mirror the actual MMI's such that you will have the equivalent of three MMI's before your real interview The interviews are complete with prompting questions Discussions and points to note are available for every question This book will prepare you so that you'll feel confident prepared and ready for your medical school multiple mini interview Behavioral Medicine A Guide for Clinical Practice 4/E Mitchell D. Feldman, John F. Christensen, 2014-07-06 The 1 guide to behavioral issues in medicine Thorough practical discussion of the full scope of the physician patient relationship The goal of Behavioral Medicine is to help practitioners and students understand the interplay between psychological physical social and cultural issues of patients Within its pages you will find real world coverage of behavioral and interactional issues that occur between provider and patient in everyday clinical practice You will learn how to deliver bad news how to conduct an effective patient interview how to care for patients at the end of life how to clinically manage common mental and behavioral issues in medical patients the principles of medical professionalism motivating behavior change and much more As the leading text on the subject this trusted classic delivers the most definitive practical overview of the behavioral clinical and social contexts of the physician patient relationship The book is case based to reinforce learning through real world examples focusing on issues that commonly arise in everyday medical practice and training One of the significant elements of Behavioral Medicine is the recognition that the wellbeing of physicians and other health professionals is critically important to caring for patients Enhanced by new and updated content throughout Behavioral Medicine provides insight and information not available anywhere else for those who seek to provide comprehensive high quality care for patients And it does so in a way that acknowledges patients as people who have problems that often go far beyond the reach of traditional medical care Education, Research and Perspectives, 2009 BMJ, 2006 MULTIPLE MINI INTERVIEW SAMIR. DESAI, 2022

Behavioral Medicine A Guide for Clinical Practice 5th Edition Mitchell D. Feldman, John F. Christensen, 2019-12-06 The 1 guide to behavioral issues in medicine delivering thorough practical discussion of the full scope of the physician patient relationship This is an extraordinarily thorough useful book It manages to summarize numerous topics many of which are not a part of a traditional medical curriculum in concise relevant chapters Doody's Review Service 5 stars reviewing an earlier edition The goal of Behavioral Medicine is to help practitioners and students understand the interplay between psychological physical social and cultural issues of patients Within its pages readers will find real world coverage of behavioral and interactional issues that occur between provider and patient in everyday clinical practice Readers will learn how to deliver bad news how to conduct an effective patient interview how to care for patients at the end of life how to clinically manage common mental and behavioral issues in medical patients the principles of medical professionalism motivating behavior change and much more As the leading text on the subject this trusted classic delivers the most definitive practical overview of the behavioral clinical and social contexts of the physician patient relationship The

book is case based to reinforce learning through real world examples focusing on issues that commonly arise in everyday medical practice and training One of the significant elements of Behavioral Medicine is the recognition that the wellbeing of physicians and other health professionals is critically important to caring for patients **The Journal of the Royal College of General Practitioners** ,1983 *Multiple Mini Interview (MMI)* Samir P. Desai,2015 The Multiple Mini Interview MMI has become the preferred interview format at many health professions programs and medical schools Applicants seeking admission to these schools face considerable anxiety preparing for these interviews because of a lack of resources available for guidance Our detailed advice based on evidence from research in the field and perspectives of admissions faculty will provide you with the insiders perspective How can you best prepare for the MMI What is required to deliver a winning interview performance Which behaviors attitudes and answers are prized by interviewers Includes sample answers to MMI questions and advice to help you avoid common mistakes This book shows applicants how to develop the optimal strategy for MMI success an invaluable resource to help applicants gain that extra edge *The Illinois Medical Journal* ,1915

EBOOK Murtagh's General Practice 6E John Murtagh,2015-07-31 **The Essential MD-PhD Guide** Mark J. Eisenberg,Andrea L. Cox,2021-01-14 The complete guide to MD PhD success with practical tips and insights from MD PhD students recent graduates and practicing physician scientists Whether you're a prospective or current MD PhD student The Essential MD PhD Guide provides everything you need to choose the right program or succeed in your current program and build a solid career in medicine and science This unparalleled resource guides you through the process of choosing a program navigating the early years of medical school selecting a research laboratory and PhD project and making the transition between medical and graduate studies This book provides invaluable guidance on choosing clinical rotations residency programs and fellowships that open doors to various career options Co written by current and past students professors and program administrators from the MD PhD programs of McGill University and Johns Hopkins University this guide is filled with first hand experiences and practical advice You'll discover viewpoints from students in medical and graduate school trainees in residency and fellowship and faculty The Essential MD PhD Guide covers Applying for MD PhD training Early days in medical school The transition to graduate school Transition back to medical school Residency fellowships and your first job Physician scientist wellness **Dissertation Abstracts International** ,2008 **Medical**

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Westley,2019-10-24 Practicing the multiple mini interview is essential to the success of the applicant A full length practice

interview simulates the experience of the multiple mini interview. It prepares the applicant for the types of questions, stamina and experience of the multiple medical interview. Review the marking sheets and discussions to gain insight from the interviewer's perspective. Practicing the interview experience helps prepare you to be confident and comfortable with the multiple mini interview.

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