

ACING THE MULTIPLE MINI INTERVIEW

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ACING THE MULTIPLE MINI INTERVIEW

WHAT IS THE MMI INTERVIEW?

During a Multiple Mini Interview (MMI), you will be participating in various short problem-based stations. Each station will typically last for 10 minutes, and many times there will be a series of six to ten interview stations. Sometimes the medical school will partition the auditorium into individual stations, whereas other times students will go into private classrooms to answer the prompts. You have two minutes to read the prompt beforehand and formulate your answer.

Each station might measure a different area, and the questions asked might be extremely narrow and focused in scope. Luckily, there is usually no right or wrong answer. During the interview, you must establish your position and defend it.

At each station, you will have to answer a different problem to solve, participate in a debate, or perhaps even participate in a team-building exercise. You are given two minutes to read the prompt, and it will not test your medical knowledge.

Instead, you are tested on how to navigate issues that anyone might encounter in their day-to-day life. In addition, you should have some general knowledge about issues that a medical doctor might encounter regarding patient confidentiality and cultural competence.

WHAT THE MMI WON'T BE LIKE

This is not a typical interview. You will not spend any time getting to know the interviewer. Instead, you will use the few minutes you have during each station answering the prompt fully.



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Because the questions might be narrow in scope, you likely won't be able to expand on your academics, research, or health care-related experiences unless it is relevant to the topic.

You also probably won't have the chance to explain a lower-than-average grade in a class, test scores, or any other unpleasant aspect of your application.

You will also likely not be tested on your current knowledge of science or a medical procedure. The questions will not require to make a diagnosis, order a test, or prescribe treatment for a patient.

However, it is important to note that it is okay if you are unsure of the legalities in a particular state. For example, if you do not know what the parental consent laws for contraceptives are for a specific state, it is okay to ask if this relates to your question.

You are also never judged on your acting ability in the role-play scenarios.

THE LOGISTICS OF AN MMI

Each school will have a different structure for its MMI interview. While most medical schools will typically have between six to ten stations, it could vary.

Some schools might also have you enter into an individual room for each station, or you might conduct the entirety of your MMI in a large arena that has been split into stations.

Research your specific school to make sure you are well-versed in what to expect.



EXAMPLE MMI FORMAT

- Students will cycle through eight interview stations.
- Each station will last eight minutes in duration, with a two minute transition period. During the transition period, students will continue to the next station, read the question or scenario, and prepare their answers before entering the next interview room.
- Once you hear a signal, you will be required to stop talking at that particular station, and move onto the next one.
- Many times the scenario will be posted outside the interview station door. The applicant will lift the flap of paper, read the scenario, and at the end of the two minute transition period, enter into the interview review.
- You might be cut off mid-sentence or mid-thought when the audio signal goes off.
- Your interview cycle might include one or more rest stations to give you a longer chance to recover and compose yourself before moving to the next station.
- The whole interview will last between 30 minutes to two hours.
- You also will likely not get any feedback at each station. Many of the interviewers have been instructed not to react to what you are saying, including verbal comments or non-verbal signals.



WHAT CAN I EXPECT AT AN MMI?

The students have already proven that they are academically qualified, so the MMI will never test specific knowledge on a particular subject. Instead, students are assessed on their ability to communicate and defend their personal opinions. There are no right answers for many of these scenarios, so the key is to define your position and then defend it. The interviewer can, and should, challenge the applicant on his ideas.

Unfortunately, there is no way you can pre-design answers for the majority of the MMI questions. However, what you can do is go through as many MMI prep questions as possible to better understand your own moral opinions, biases, and views on the major public issues.

WHO ARE THE EVALUATORS?

Schools tend to use a variety of people to help run multiple mini interviews. You might meet:

- Faculty, current students, and retired healthcare professionals
- Professional staff members that work on campuses, including pre-health advisors, student affairs professionals, etc
- Community members who are interested in the college

Many times, the MMI is closed file. Meaning, the evaluators will likely know nothing more about you than your name. They are not judging you on your transcript or resume, but instead on your ability to communicate deeply about a topic.



WHAT TO WEAR TO THE MMI

You will be standing and sitting for long periods, so make sure you are in a comfortable, but professional outfit.

Male: dress pants, khaki pants, collared shirt, tie optional, blazer optional, belt, dress shoes.

avoid: bright colors, flashy jewelry, wild patterns, baseball caps, polo shirt, facial hair, long hair, cologne.

Female: dress pants, knee-length skirt or dress, collared shirt or cardigan, dress shoes.

avoid: short skirts, tight-fitting clothing, flashy jewelry, heavy makeup, very high heels, open toe shoes, perfume.

WHAT TO BRING TO THE MMI

Many times, you will be required to leave all your personal belongings, including your cell phone in another room. However, you often will be allowed to bring a water bottle. You are encouraged to bring one, as you will likely be talking quite a bit, and don't want to lose your voice halfway through.

- Pen
- Paper
- Driver's license / identification
- Water bottle



WHAT DOES THE MMI TEST?

These are the qualities that the MMI evaluators are often looking for you to demonstrate:

- Critical thinking
- Maturity
- Leadership
- Common sense
- Perseverance
- Self-confidence
- Empathy
- Ability to articulate in a clear, concise manner
- Ability to understand and empathize with different perspectives or approaches
- Cultural competency
- Cooperates well with others
- Good attitude
- Ethical responsibility to others and self

The MMI format gives each candidate a chance to show how they would react in a variety of situations. The school can then get a better idea of the candidate's suitability for the healthcare field, as well as how the candidate might perform as a doctor in a clinical setting.



CATEGORIES OF MMI QUESTIONS

1. **Scenario-based:** This is the most common, and it is when the interviewee is presented with a scenario and then must answer specific questions.
2. **Role-play situation:** The student must interact with an actor while the interviewer observes the situation.
3. **Simple tasks:** Two applicants will come together in this scenario; one student must perform a task with the second student guiding the first student.
4. **Traditional interview format:** The applicant might be asked more basic questions about their own experiences and aspirations.

HOW TO PREPARE FOR THE MMI

- Understand how quickly, or how slowly, the time you spend at each station goes by. Practice answering the questions within the time limit to develop your sense of time management better.
- As you read the prompt, develop a mental outline that helps you to answer and analyze what the station is asking. As you read the scenario, analyze what you know and ask yourself questions to provide a more complete and well-thought-out answer.
- Work with a partner to role-play specific scenarios and talk about current healthcare issues.



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- Role-play various scenarios, including how to explain simple tasks or how to deal with someone who is upset or disagrees with you.
- Practice a mock circuit with six to eight MMI questions, mimicking the MMI format. This will help you prepare and understand the mental strain it might take on you.
- Review current topics or trends in healthcare. Good resources include:
 - The Affordable Care Act
 - <https://www.hhs.gov/healthcare/about-the-aca/index.html>
 - Center for Disease Control
 - <https://www.cdc.gov>
 - Medline Plus
 - <https://medlineplus.gov>
 - National Institutes of Health
 - <https://www.nih.gov/>
 - PubMed
 - <https://www.ncbi.nlm.nih.gov/pubmed/>
 - WebMD Health News
 - <https://www.webmd.com/news>
 - National Public Radio's Health section
 - <https://www.npr.org/sections/health/>
 - New York Times Health section
 - <https://www.nytimes.com/section/health>



MMI TIPS

1. **Stay calm.** Interviewers want you to be as relaxed as possible so you can portray your character as accurately as possible. Try and take a deep breathe while reading the prompts, and remember, no one is out for you to fail. If you don't answer one section as well as you might have hoped, it is okay because you have the next section to prove yourself.
2. **Take your time to answer.** It is better to take a few extra moments to put together a thoughtful response than to rush into an answer with cliched phrases that don't say anything. into an answer with cliched phrases that don't say anything.
3. **Show empathy.** When you are at a station where you must interact with someone else, try to put yourselves in their shoes. Portray your intellectual adaptability and situation analysis skills. into an answer with cliched phrases that don't say anything.
4. **Don't force a story.** Not every station will have a parallel between the question and your life. Don't try to tell a personal story in every station if it isn't a good fit. Drawing a non-relevant parallel about an anecdote can weaken your case, and cause the interviewer to think you did not understand the prompt. You are not being judged by your experiences, but instead, your ability to think and communicate. However, if you have a story that is related to the situation, share the insight into your life and how you have reacted in similar scenarios. into an answer with cliched phrases that don't say anything.
5. **Practice!** Without answering as many sample questions as possible, you might not know what to expect when you go to an MMI. If possible, get professional MMI prep coaching or someone who has the expertise to set up a mock interview with you.



THANK YOU NOTES

Because an MMI interview is not like a traditional interview, you may not have the contact details for each of your station leaders. Many times the process is anonymous, so you might not even know who interviewed you. However, you can send a thank-you note to the admissions staff who invited you and organized the event. If you do have station leaders contact info, a thank you note can be sent.

EXAMPLE THANK YOU NOTE

Dear Ms. Anderson,

Thank you for taking the time to coordinate the MMI day on campus yesterday. I enjoyed meeting you and learning about the school. My time on campus helped reiterate how much the school aligns with my learning style and interests.

Learning about the program, meeting with professors, and talking to my peers as well helped to reaffirm my belief that I would be a good fit for the medical school, and make meaningful contributions as a student.

Thank you again for your time. If there is anything else needed to evaluate my candidacy further, please let me know.

Sincerely, Matt Guevara



MMI SAMPLE QUESTIONS

Station 1: You have just accidentally run over your neighbor's dog when reversing your car out of the garage. You have 5 minutes to tell her the bad news.

Station 2: You are given the age, sex, and occupation of 15 individuals. A bomb is about to go off, and you can only save five of them. Which ones do you save and why?

Station 3: Explain how to tie shoelaces. However, you may not use your hands to describe or make any gestures.

Station 4: In 2015, a hospital implemented an enhanced influenza control policy which required all hospital staff members to receive the flu vaccination or wear a mask during flu season. If you are on a committee investigating whether to implement a mandatory flu vaccination policy for healthcare workers in New York, what information would you want to collect before making a recommendation?

Station 5: A 13-year-old patient requests birth control pills from you and asks that you not tell her mom and dad. What would you do?

Station 6: If you have the choice of giving a transplant to a successful 70-year-old member of the community or a 24-year-old drug addict - how do you choose?



MMI SAMPLE QUESTIONS (CONT.)

Station 7: A company developed a cure for Ebola. The vaccine treats the symptoms of the virus and reduces the mortality rate of those infected with the disease. What are the implications of this virus on a global scale?

Station 8: You are a genetic counselor. One of your clients, Meredith, had a girl with a genetic defect. All future pregnancies of Meredith have a chance of being affected by the same defect. You offered genetic testing of Meredith, her husband, and their daughter to find out more about their disease, to which everyone agreed. The result showed that neither Meredith nor her husband carries the mutation, but the girl inherited the mutation on a paternal chromosome that did not come from Meredith's husband. This means that the child's father might be unaware that he is a carrier of this disease. You suspect that both Meredith and her husband are aware of this non-paternity. How would you disclose the results of this genetic analysis to Meredith and her family? What principles and who do you have to take into consideration in this case?

Station 9: What experiences have you had that lead you to believe you would be a good physician? What insights did you gain from your experiences?

Station 10: A couple has decided to have a child through artificial insemination. They asked for sex selection of the child. What should a doctor advise in this situation?



MMI SAMPLE QUESTIONS (CONT.)

Station 11: Dr. Young recommends homeopathic medicines and treatments to his patients. There is no scientific evidence or accepted theories that indicate that homeopathic treatments work, and Dr. Young doesn't believe it is effective either. However, she recommends homeopathic medicines to people with minor or non-specific symptoms such as muscle aches, headaches, or fatigue. She does so because she believes there is no harm, and it reassures the patients.

What ethical problems does Dr. Young's behavior pose?

Station 12: At work, you are assigned parking spots in the parking garage. As you are backing out of your spot, you hit a nearby car, denting its fender and knocking out a taillight. The garage attendant, who saw you hit the other car, gives you the name and number of the owner of the car. The garage attendant calls ahead to the car owner, Daniel, and tells you that Daniel is expecting your visit.

Station 13: You are a family physician in a practice with four colleagues. Today is your day off, but at 4 PM, you receive a call from the nurse of a patient that lives in a nursing home that isn't doing well. His family had previously signed a do-not-resuscitate (DNR) order, but they are now reconsidering and want you to come immediately to discuss the situation and their options. However, you have already made a commitment to your family to attend an event together. What would you do?



MMI SAMPLE QUESTIONS (CONT.)

Station 14: Should physicians be recorded when they are reacting with the public like police officers are?

Station 15: Due to the shortage of physicians in rural communities such as those in western states like North Dakota or Nebraska, some medical programs might prefer to admit students who are willing to work for two or three years in an underserved area once they graduate. What are the implications for this policy? Do you think this is effective?

Station 16: Universities often have to balance the educational needs of their students with the cost of educating all the students. In order to help alleviate the pressure of the costs, there has been increasing debates on what the best class size should be. There is one argument for smaller classes, because it provides a better educational setting, while others say that the class size makes no difference, and therefore, larger class sizes are recommended to reduce the number of class instructors needed. What is your opinion on this subject?

Station 17: A 65-year-old man recently diagnosed with Alzheimer's disease is coming to you, and his GP, for advice. He needs advice on how to cope with this diagnosis. However, the stigma of dementia and its increased burden to the family weighs heavily on him, and he breaks down into tears as he is speaking with you.

Station 18: What ethical principle of medicine do you consider to be the most important?



MMI SAMPLE QUESTIONS (CONT.)

Station 19: Ten minutes before Dr. Maxwell is to begin surgery, you see him take a swig from a bottle that you think might be alcohol. As you talk with Dr. Maxwell to prepare for the operation, he seems to be more forgetful than usual and is slurring his words. You have just a few minutes before surgery begins, what do you do?

Station 20: A young girl, aged 16, comes into your practice and wants information about getting tested for STIs. However, she is worried that her parents will find out.

Station 21: You are given a graph of the plasma insulin levels of five patients over a day. The graph also shows what times the meals were consumed. Describe the graph for Patient 4. What explanation do you have for the changes in insulin levels at different times of the day?

Station 22: You just performed a hip replacement surgery on a 54-year-old woman who has two young children. You must tell her that during the operation, some nerve damage occurred, which might mean they will never regain full use of their leg again.

Station 23: You have four minutes to explain the purpose and process of getting a vaccine to a competent adult. Next, spend four minutes explaining the same process to a child who is about to get vaccinated.

Station 24: What area of medicine or medical research do you find interesting?



MMI SAMPLE QUESTIONS (CONT.)

Station 25: A patient of yours wants to depend solely on alternative medicine for the treatment of his cancer. What would you do?

Station 26: A 25-year-old female comes into the ER with a nosebleed. You stop the bleeding, but she is now in a coma from blood loss and needs a transfusion to survive. However, the nurse finds a recent card from Jehovah's Witnesses Church that states that the patient refuses blood transfusions, regardless of the circumstances. What should you do?

Station 27: A 13-year-old girl is diagnosed with terminal brain cancer. She asks the doctors what her chances of survival are; however, her parents have asked the doctors not to tell her. What should the doctors do?

Station 28: A physician went on vacation for three weeks and did not find another doctor to cover for her during this time. One of her patients who had a history of hypertension began to develop headaches. The patient decided not to see another doctor. Before the physician can return home from vacation, the patient collapses with intracranial hemorrhage. Is the physician responsible for this patient?

Station 29: Is it ethical for doctors to strike?

Station 30: If you could change one thing about the healthcare system, what would it be and why?

