Multiple Mini Interview (MMI)

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What is MMI, and how is it different from traditional medical school interviews?
The MMI, or multiple mini-interview, is a style of interviewing that has become popular for evaluating medical school candidates in the United States and Canada. Candidates complete a series of short stations, (typically around ten), in rapid succession. Each school structures the MMI slightly differently, but candidates generally receive a question or topic to address, have two minutes to gather their thoughts, and then have five-eight minutes to deliver their answer. Some schools also include a more traditional interview as part of their overall evaluation of candidates. In some instances, the candidate will interact with an actor as part of one or more stations, while the evaluator observes. Medical schools that have adopted the MMI include Stanford, Duke, and New York Medical College.
The MMI is different from traditional medical school interviews in that candidates are evaluated by many more interviewers. This eliminates unconscious bias or personality incompatibility with a single interviewer, making the process more just. Also, the MMI is believed to be a better predictor of clinical performance than the traditional medical school interview format.

What does an MMI interviewer look for?
The MMI is designed to evaluate candidates’ non-cognitive skills, such as collegiality, teamwork, cultural sensitivity, and communication skills, which have been established as important traits for a physician to possess. There are no right or wrong answers. Instead candidates are being evaluated on their thought process, as well as their ability to think of their feet.

How should you prepare for an MMI?
Although the MMI may be different from traditional medical school interviews, many of the basic interviewing skills still apply. Regardless of the type of interview, extensive research on the medical profession, the schools to which you are applying, and the current challenges facing medicine are imperative to succeeding in the interview. However, because the MMI is different from the traditional interview, a unique approach is also required. Applicants should focus on developing their ability to formulate a logical, thorough response within a strict time frame. Analyzing current ethics and policy issues facing modern medicine will allow you to see the costs and benefits of a particular approach. Perhaps the biggest challenge of the MMI is the strict time frame. Therefore practice under strict time limits is recommended.

Sample Questions:
As with any interview, all specific questions are kept strictly confidential. However sample questions have been released by several schools that tend to serve as a model for the MMI. These questions are not necessarily what you might experience, but serve as good practice. It is suggested that you read the prompts for about two minutes, and respond to them in the remaining eight.

Station #1:
A close friend in your 1st-year medical school class tells you that her parent was recently diagnosed with a terminal illness. She feels overwhelmed by her studies and is considering dropping out of medical school to spend more time with her parent. How do you counsel your friend?

Station #2:
XYZ Therapy, a pharmaceutical protocol developed to potentially cure Type I diabetes in certain patients, has recently come under very serious criticism – delaying its widespread use. Among other experimental flaws, critics cite a small sample size in the original evidence used to support it. As a healthcare policy maker, your job is to weigh the pros and cons in approving novel drugs and therapies. Please discuss the issues you would consider during an approval process for such a treatment.

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Station #3:
Discuss one of your hobbies outside of school and how this activity will help you in your medical career.

Station #4:
You are a family physician seeing Sharon, an eight year old, with serious gastrointestinal problems, requiring strict adherence to her medications. Her mother tells you that she’s heard some good things over the internet about alternative medicine treatments such as Chinese medicine, and she is adamant on trying these, rather than the medications you’ve prescribed. You are concerned about the use of these alternative medicine treatments and the possible negative effects they could have on Sharon’s health. How would you handle the situation and what would you recommend her mother? Discuss any ethical considerations that are present.

Station #5:
Every few years, celebrations get out of hand in a major city when their sports team wins a national championship. Stores are looted, cars are vandalized, and many people are injured, creating havoc for local emergency services. As the chief of police in one of these cities, what policies would you put into place to prevent a similar situation in the future?

Station #6:
Share an experience that allowed you to learn something important about yourself. How will this lesson help you succeed as a physician?

Additional Resources and Questions:

General Information:

http://multipleminiinterview.com/


Practice Questions:

http://www.medicine.usask.ca/pt/admission/Practice_ MMI_ QuestionsUofS.pdf

http://www.ucalgary.ca/mdprogram/admissions/mmi/samples

Sample Interview:

http://www.youtube.com/watch?v=DOVbDD9INjE

https://www.youtube.com/watch?v=KNebeEKg-Ak