

MAKING THE MOST OF INTERVIEWS WITH THE MULTIPLE MINI INTERVIEW

AUTHORS

WELCOME TO THE MMI WORKSHOP

As you enter please introduce yourselves to your tablemates

We will be using **PollEverywhere** for this presentation

1. Please Log in

WEB/APP: PollEv.com/ElizabethHan805

2. Answer the Warm Up Question & Upvote your colleagues!

What is your primary goal for attending this workshop?



DISCLOSURE

No conflicts of interest to report

OBJECTIVES

After participating in this workshop, attendees will be able to...

1. Describe the core components of the MMI process and models for implementation (*Knowledge*)
2. Recognize the value of the MMI technique in reducing the subjectivity of interviews (*Attitude*)
3. Design MMI prompts to select for trainee characteristics that address programmatic needs (*Skill*)
4. Create a scaffold for the implementation of MMI at one's home institution (*Skill*)

WHO ARE YOU?

Poll Everywhere Log In Instructions:

- WEB/APP: Polleverywhere.com/ElizabethHan805

What is your primary role in your residency or fellowship program?

What is the size of your typical class?

Which interview techniques have you personally used in the past?

How would you rate your program's interest or readiness to adopt the Multiple Mini Interview format?

WHO WE ARE...



**Michelle
Arandes,**

- PD, UT Health San Antonio



**Crystal
Cederna-Meko**

- APD, Michigan State



Sophia Goslings

- APD, U of Southern Alabama



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INTRODUCTION TO MULTIPLE MINI INTERVIEW



MULTIPLE MINI INTERVIEW (MMI)

Interview approach developed at McMaster's University

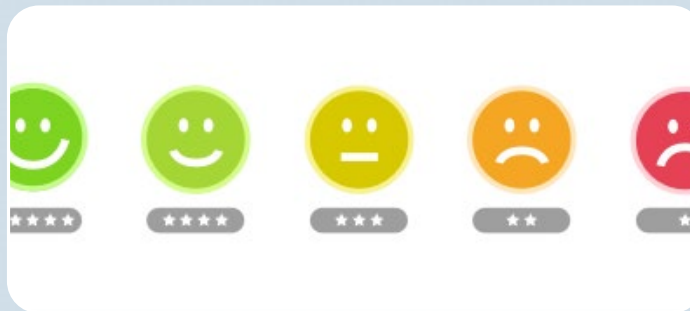
Series of short stations applicants rotate through

- Standardized questions, activities, scenarios, role plays
- 1-3 pre-specified characteristics measured per station
- 1-2 blinded raters per station
- 5-12 stations, each lasting 6-12 minutes in duration; brief breaks between stations

MMI



Raters can be anyone trained in characteristic(s)



Behaviorally anchored, Likert scale ratings for each characteristic

Rank	Name	Int	Medical School of Graduation	1	2CK	2CS	4	1	2	3	5	Vbl AVG	ICS AVG
1	Daisy	10/28	Michigan State University College of Human Medic	230	252	Pass	9.0	9.0	7.0	8.0	5.0	7.3	7.8
2	Minnie	10/28	Michigan State University College of Human Medic	229	249	Pass	9.0	7.5	5.0	8.0	4.0	7.1	7.6
3	Mickey	11/4	Michigan State University College of Human Medic	224	249	Pass	8.5	7.5	5.5	7.0	7.0	6.9	7.1
4	Elsa	10/28	Michigan State University College of Human Medic	220	236	Pass	8.5	8.0	9.0	8.0	7.0	7.7	8.1
5	Cinderella	10/28	Michigan State University College of Human Medic	226	254	Pass	9.0	9.0	7.0	7.0	7.0	7.8	7.7
6	Ariel	10/28	Michigan State University College of Human Medic	243	236	Pass	8.5	7.5	4.5	8.0	8.0	6.9	7.1
7	Jasmine	10/28	Michigan State University College of Human Medic	248	251	Pass	8.5	6.5	7.0	7.0	4.0	6.9	7.1
8	Belle	11/11	Michigan State University College of Human Medic	252	264	Pass	5.5	7.0	5.5	7.0	8.0	6.7	7.2
...
82	Pluto	1/6	Michigan State University College of Human Medic	223	230	Pass	5.0	6.0	5.5	6.0	4.0	4.6	5.7
83	Tinker	1/6	Michigan State University College of Human Medic	235	230	Pass	5.0	4.0	5.0	6.0	4.0	4.8	5.9
84	Aurora	12/16	Michigan State University College of Human Medic	214	255	Pass	4.5	6.0	5.5	7.0	3.0	4.9	5.2
85	Ursula	11/11	Michigan State University College of Human Medic	236	247	Pass	5.0	4.0	5.5	5.0	4.5	3.8	5.1
86	Goofy	10/28	Michigan State University College of Human Medic	211	236	Pass	4.5	5.0	4.5	6.0	6.0	5.4	5.4
92	Anna	12/9	Michigan State University College of Human Medic	241	234	Pass	5.0	6.0	4.0	5.0	6.0	5.6	6.5
93	Olaf	1/6	Michigan State University College of Human Medic	220	222	Pass	4.5	6.0	4.0	7.0	7.0	5.8	6.2
94	Sven	12/16	Michigan State University College of Human Medic	244	245	Pass	4.5	5.0	6.0	8.0	6.0	4.9	6.0
97	Kristoff	12/2	Michigan State University College of Human Medic	238	249	Pass	4.5	5.0	4.0	2.5	4.0	3.7	4.9
98	Hans	12/16	Michigan State University College of Human Medic	...	...	...	...	...	...	...	...	...	...

Data compiled with other applicant materials to inform resident selection

EVIDENCE SUGGESTS...



Feasible



Reliable & (preliminarily) valid



Accepted by interviewers and applicants

MMI MODIFIED FOR MEDICAL RESIDENCY

More faculty
development

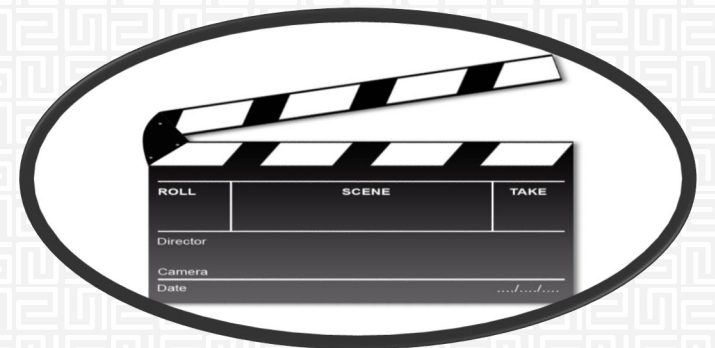
Incorporation of
milestones into
station content

Insertion of
recruitment and
Q&A
opportunities

TRADITIONAL INTERVIEWING CHALLENGES RESOLVED

	Traditional Interview	MMI
Interview days & total hours	More	Less
Number of applicants per day	Low	High
Number of interviewers	Same to Less	Same to More
Interview preparation time	More	Less
Interviewer bias	Higher	Lower
Early milestone screening	Low	Moderate to High

MMI IN ACTION



THE DETAILS: MMI EXAMPLES

1. Review MMI at a Glance Handout
2. Reflect on the potential use of this strategy at your home institutions
 - What are some first steps and/or improvements you could make to your current interview process that incorporate these principles?
 - If you were to move to full MMI, what considerations/questions do you have as you think about **Pre-Interview Preparation**, **Day-of-Interview Logistics**, and **Incorporation of MMI into Rank**?

PRE-MMI PREP

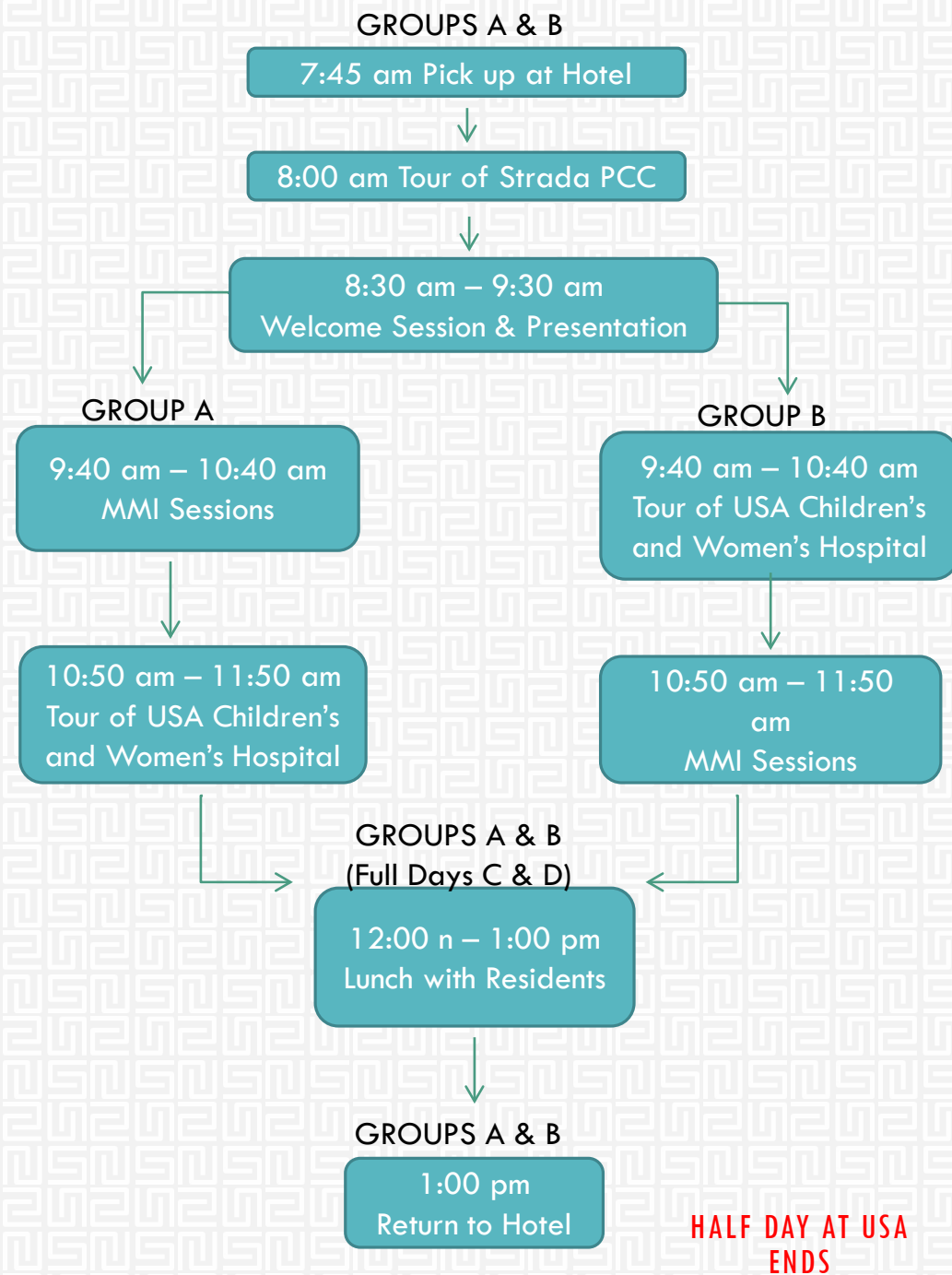
➤ **Applicant MMI PREP**

- Interview confirmation letter mentions “you will be interviewing with many faculty”
- PD presents an overview (history, evidence, details) of MMI process during the large group presentation
- Individual itineraries for each applicant
- PD presentation is only 30 min, rest of time is for group Q&A (30min)

➤ **Program MMI PREP**

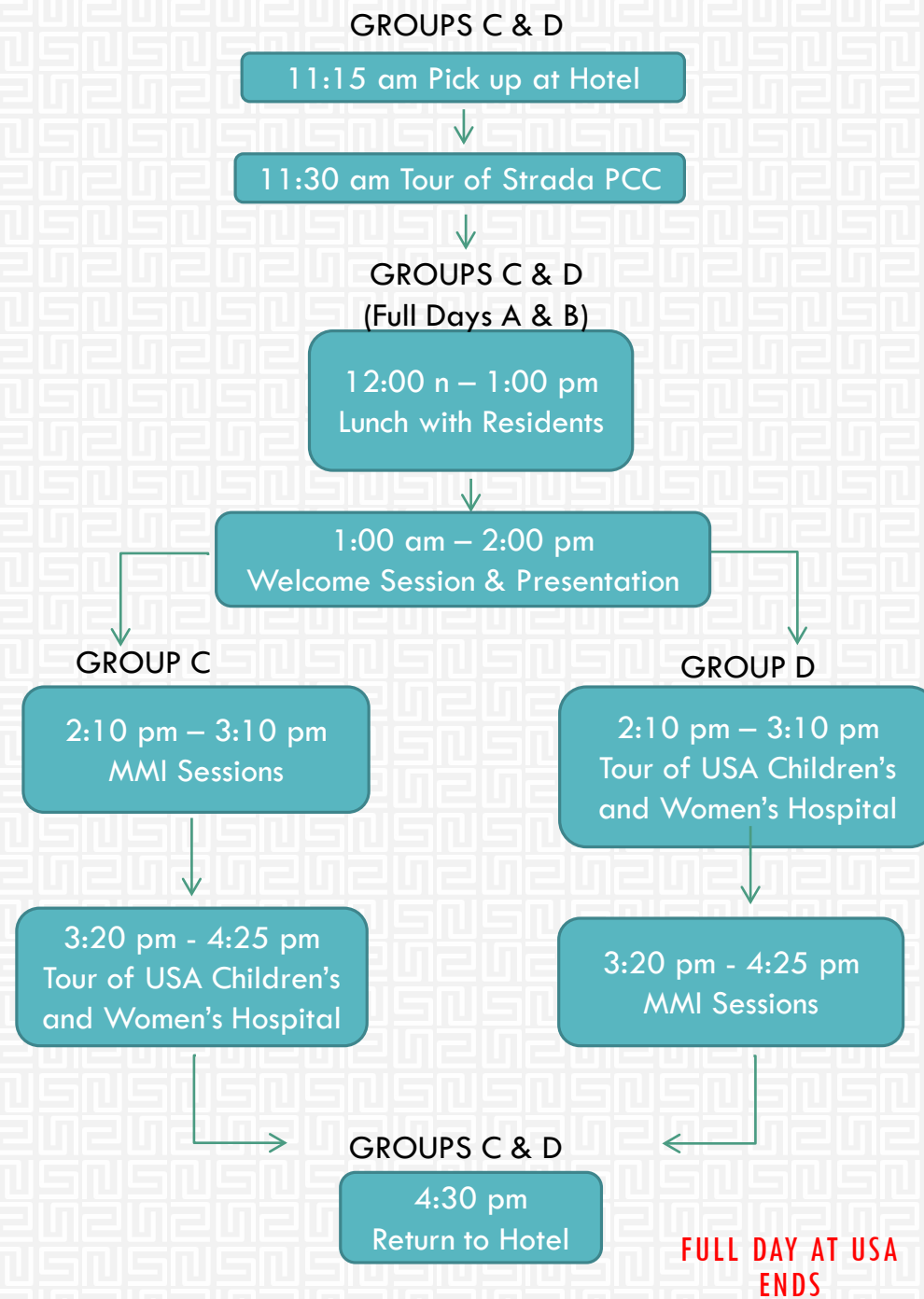
- All rating forms pre-completed with applicants names, date, and interviewer (templates/mail merge)
- Pre-filled binder for each station (includes faculty schedule with applicant name/times, rating forms sorted in applicant order, station card, etc)
- 5 doors labeled “Station 1” through “Station 5”, extra bathrooms and signs, etc
- Reserve (larger) rooms in advance
- Almost one-year heads up of tentative interview dates for faculty schedules
- Solicit resident/chief resident tour guides

DAY OF



HALF DAY AT USA
ENDS

DAY OF



PREPPING FOR RANK

- For each applicant:
 - Input 5 station scores & comments into ERAS (custom field)
 - Input 5 Interpersonal Skills and Verbal Communication scores into ERAS
- For selection/rank meeting, share all applicant ERAS-info (scores, school, etc) with committee, as well as station output.

MMI OUTPUT

Rank	Name	Int	Medical School of Graduation	1	2CK	2CS	4	1	2	3	5	Vbl AVG	ICS AVG
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BUILD YOUR OWN MMI



BUILD YOUR OWN MMI

1. Small Group Discussion #2: MMI Characteristics

- What characteristics can be targeted in the MMI? Should be targeted?
- How to decide what is important...

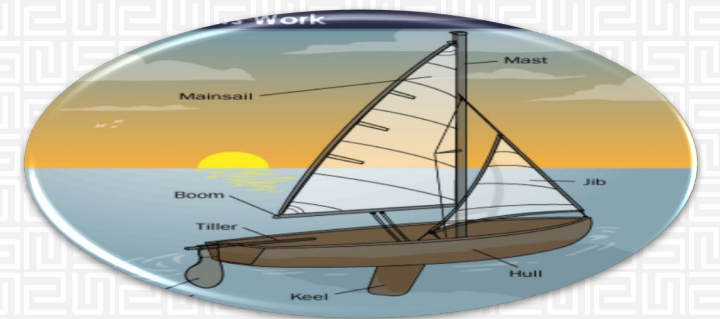
2. Prompt Writing **ACTIVITY**

- “Do’s and Don’ts” in prompt writing
- Prompt writing worksheet

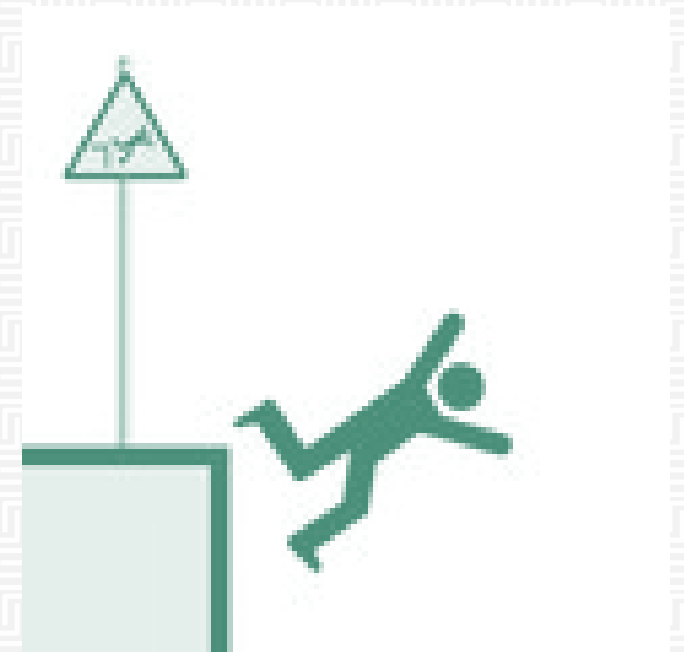
FACULTY SELECTION AND DEVELOPMENT

- Anticipated Faculty Questions and Concerns
- Ideas for Faculty Selection and Development

WRAP UP & NEXT STEPS



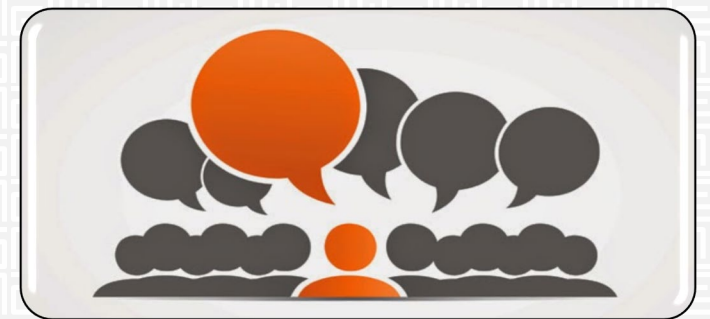
PEARLS & PITFALLS





TAKING THE NEXT STEP . . .

QUESTIONS?



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