



Frequently Asked Questions about the Multiple Mini Interview (MMI)

What is the Multiple Mini Interview (MMI)?

In the MMI, applicants rotate through a series of timed mini-interviews, or “stations,” in which they will meet individually with an interviewer. While this is a new interview format in the United States, it has been used successfully for the better part of a decade in medical schools throughout Canada and Australia.

How long does each station last?

Applicants will interact with the interviewers for seven minutes. They will be informed when time is up and they need to move on to the next station. There will be a two minute break between stations.

How long does the entire MMI process last?

The MMI itself, including all the mini-interview stations, lasts approximately 90 minutes. However, all applicants invited to interview should expect to spend the better part of the day on our campus as part of the official UA College of Medicine Applicant Visit Day.

Where do the mini-interviews take place?

Each station takes place in a small room or quiet area.

What will I be asked?

Before each station, you will receive a “prompt” of the question, scenario or task to address and will have two minutes to gather your thoughts before you enter the room. Some will be traditional interview questions (i.e., “Why do you want to become a physician?”) and others will ask for your viewpoint on a hypothetical situation. Typical questions or scenarios might focus on one or more of the following:

- Critical thinking skills
- Communication skills
- Ethical decision making

Sample questions are available to the public in Eva et al. (2004). The following is an example of a question that measures critical thinking skills:

Universities are commonly faced with the complicated task of balancing the educational needs of their students and the cost required to provide learning resources to a large number of individuals. As a result of this tension, there has been much debate regarding the optimal size of classes. One side argues that smaller classes provide a more educationally effective setting for students, while others argue that it makes no difference, so larger classes should be used to minimize the number of instructors required.

Discuss your opinion on this issue with the interviewer.

For more information email the Admissions Office at medapp@email.arizona.edu or call 520.626.6214

Will I have a chance to take a break during this process?

Yes. Applicants will have at least one “rest break” during their rotation through the MMI.

What information do I need to know?

The purpose of the MMI is not to test your scientific or clinical knowledge. However, you may find it helpful to be familiar with current events and policies in health care.

How can I prepare?

Because you will be rotating through several stations that will continually change, we do not recommend you attempt to rehearse answers to multiple questions. Instead, you may want to practice expressing yourself verbally so that you can provide thorough, logical answers within a short time frame. Participate in a mock interview event, have a friend ask you questions and give you feedback, or use a web cam to record your own practice responses. This can be a helpful way to see how you might improve your interview performance.

Why are you changing the interview format? What’s wrong with the traditional interview?

Unlike standard metric tools such as the MCAT or GPA, the MMI is designed to measure abilities such as communication skills, professionalism and ethical decision making, all important characteristics in physicians.¹ In addition, research has shown it is a good predictor of future clinical performance among medical students.^{2,3} It can also be a more fair and just process for applicants, who will be rated by eight interviewers instead of just one or two. This can help to minimize potential compatibility issues and unconscious bias that may be present in a traditional interview scoring system.⁴

Is it just me, or do others also feel nervous about the MMI?

Some applicants find the structure of the MMI to be somewhat intimidating. If this is true of you, know that you are not alone and that many individuals report “warming up” to the process as they progress through each station. Some actually end up enjoying themselves! Surveys and interviews conducted at institutions that utilize the MMI have shown that applicants generally give high approval ratings of the format and consider it to be a fair method of assessing candidates.^{1,5} Above all, be yourself! This is an opportunity for you to show the admissions committee a side of your personality that does not come out on an AMCAS application.

I’m still curious about the MMI. What should I do?

Please feel free to check out our references for more information.

1. Eva, K.W., Rosenfeld, J., Reiter, H.I. & Norman, G.R. (2004). An admissions OSCE: The multiple mini-interview. *Medical Education*, 38, 314-326.
2. Eva, K.W., Reiter, H.I., Rosenfeld, J., Norman, G.R. (2004). The ability of the multiple mini-interview to predict preclerkship performance in medical school. *Academic Medicine*, 79(10), 40-42.
3. Reiter, H.I., Eva, K.W., Rosenfeld, J. & Norman, G.R. (2007). Multiple mini-interviews predict clerkship and licensing examination performance. *Medical Education*, 41, 378-384.
4. Edwards, J.C., Johnson, E.K., & Molidor, J.B. (1990). The interview in the admissions process. *Academic Medicine*, 65, 167-175.
5. Kumar, K., Roberts, C., Rothnie, I., du Fresne, C. & Walton, M. (2009). Experiences of the multiple mini-interview: a qualitative analysis. *Medical Education*, 43, 360-367.