

RESEARCH ARTICLE

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Multiple mini interview (MMI) for general practice training selection in Australia: interviewers' motivation

Annette Burgess^{1*}, Chris Roberts¹, Premala Sureshkumar² and Karyn Mossman³

Abstract

Background: Multiple Mini Interviews (MMIs) are being used by a growing number of postgraduate training programs and medical schools as their interview process for selection entry. The Australian General Practice and Training (AGPT) used a National Assessment Centre (NAC) approach to selection into General Practice (GP) Training, which include MMIs. Interviewing is a resource intensive process, and implementation of the MMI requires a large number of interviewers, with a number of candidates being interviewed simultaneously. In 2015, 308 interviewers participated in the MMI process – a decrease from 340 interviewers in 2014, and 310 in 2013. At the same time, the number of applicants has steadily increased, with 1930 applications received in 2013; 2254 in 2014; and 2360 in 2015. This has raised concerns regarding the increasing recruitment needs, and the need to retain interviewers for subsequent years of MMIs. In order to investigate interviewers' reasons for participating in MMIs, we utilised self-determination theory (SDT) to consider interviewers' motivation to take part in MMIs at national selection centres.

Methods: In 2015, 308 interviewers were recruited from 17 Regional Training Providers (RTPs) to participate in the MMI process at one of 15 NACs. For this study, a convenience sample of NAC sites was used. Forty interviewers were interviewed ($n = 40$; $40/308 = 13\%$) from five NACs. Framework analysis was used to code and categorise data into themes.

Results: Interviewers' motivation to take part as interviewers were largely related to their sense of duty, their desire to contribute their expertise to the process, and their desire to have input into selection of GP Registrars; a sense of duty to their profession; and an opportunity to meet with colleagues and future trainees. Interviewers also highlighted factors hindering motivation, which sometimes included the large number of candidates seen in one day.

Conclusion: Interviewers' motivation for contributing to the MMIs was largely related to their desire to contribute to their profession, and ultimately improve future patient care. Interviewers recognised the importance of interviewing, and felt their individual roles made a crucial contribution to the profession of general practice. Good administration and leadership at each NAC is needed. By gaining an understanding of interviewers' motivation, and enhancing this, engagement and retention of interviewers may be increased.

Keywords: Multiple mini interview, Admission, Selection, Specialty training, General practice, Assessment

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Multiple Mini Interview General Practice

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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 *Interviews for Medical School* Thanthullu Vasu, Shreya Shyam, 2023 **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

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 MMI Student 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 Medicine Before 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 Medicine If you find this book helpful please leave a review For past student testimonials success stories and coaching visit www.nextmd.ca

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 *Education, Research and Perspectives*, 2009 **BMJ**, 2006 *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 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

Multiple Mini Interview for the Mind Kevyn To, 2013-11-08 Multiple Mini Interview MMI for the Mind is a must read for every applicant seeking admission to a health program that uses the MMIs Drawing from extensive personal experience about the MMIs and insider knowledge as a former medical school admissions interviewer Dr Kevyn To has developed a unique 5 pocket approach to mastering the Multiple Mini Interview Readers will highly benefit from the sample model answers given for fundamental MMI scenarios and highlighted pitfalls The result is revolutionary and successfully prepares applicants for MMI style interviews through a critical framework that allows for adaptability rather than situational regurgitation

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

The Journal of the Royal College of General Practitioners, 1983

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 *The Illinois Medical Journal* ,1915 **EBOOK Murtagh's General Practice 6E** John Murtagh,2015-07-31

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