MMI preparation

Career Advising &
Professional Development
Prehealth Advising

What is MMI?

- MMI = Multiple Mini Interviews
- Type of interview in which you respond to a scenario, often involving an ethically challenging situation
    - May be clinical (for example, you may be the physician in the scenario and discussing a situation involving a patient), or not clinical
    - May involve role-playing (for example, you as the physician / your interviewer as the patient), or simply discussing what you would do in a situation

MMI logistics

- You have a set amount of time to review the scenario/prepare and a set amount of time to respond
    - Typically 2 minutes to prepare and 5-8 minutes to respond (this depends on the school)
    - Your response time includes both your initial response and any follow-up questions from your interviewer
    - Don’t feel like you need to talk for your entire response time! Leave some time for your interviewer to ask follow-up questions (your responses to questions may be something your interviewer is assessing)
- After completing 1 station, you then rotate to another station (or zoom room)
    - Typically 6-10 stations total

What is evaluated during MMI?

Adapted from University of Michigan MMI rubric:

- Communication
- Critical thinking
- Interpersonal skills
- Professionalism
- Ethics

Considerations, and how this relates to being a physician:

- Can you build rapport quickly with someone you haven't met before (as you would when you're a physician seeing patients)?
    - 5-8 minutes with each interviewer vs. 30-60 minutes with one interviewer in a traditional med school interview
- Can you effectively communicate your thought process and commit to an answer even in a difficult situation?

Let’s practice!

Sample MMI scenario and response structure

Practice Scenario

You are a physician treating a homicidal patient. Your patients homicidal thoughts are controlled with the prescribed medications, but is coming to you complaining the medications side effects are unbearable. If you take the patient off the medications, the homicidal thoughts may return.

What do you do?

Structuring Your Response

1. **Explain and clarify the specific problem(s) at hand.**

   Restate the situation in your own words in 1-2 sentences
   Show how you understand why this is a dilemma
   Keep it brief – don't spend more than 15-20 seconds here.

   Use a prompt below or another of your own to restate the conflict in 1–2 sentences, then explain the key factors:

   - *"So the issue at hand is that a patient wants to…"*
   - *"The problem I see here is that a doctor has to…"*
   - *"In this situation, a patient wants to… "*

This step matters, but don't spend too long here.

Briefly state why the scenario is problematic, then move on to deeper issues.

Structuring Your Response

2. Identify the Key Issues and Factors at Hand

Why this matters: doing this before you give an answer shows critical thinking – your ability to look at a problem from multiple perspectives, even ones you may not personally agree with.

How to do this: Name the main issues you must consider:

- *Ethical principles (autonomy, beneficence, justice, etc.)*
- *Stakeholders (patients, physicians, community)*
- *Obligations (responsibilities, professional standards)*
- *Consequences (short- and long-term)*

Aim for 2 – 3 well developed factors, not a long list.

Tip: Use transitions to keep your reasoning organized. For example:

"And one main ethical issue at hand is Responsibility. For one, physicians must ensure the safety of their patient's care because… But another issue to consider is patient autonomy. This is important because…"

Structuring Your Response

3. State Your Action and/or Decision

- Clearly say what you would do.
- Mention any exceptions or limits if relevant
- Avoid leaving the interviewer unsure of your choice

Tip: Think of this as making a professional recommendation

Things to consider: The goal is not to find a single 'right answer'

- You're being evaluated on your reasoning, clarity, and empathy, not perfection.
- It's okay if different people might reach different conclusions.
- What matters most: Did you think it through in a structured way?
- **Factors interviews are using to rate you**: • Effective Communication • Critical Thinking • Interpersonal Skills • Professionalism • Ethics • Opinions on Healthcare Issues