



Multiple Mini Interview Prep

A multiple mini-interview (MMI) format is a style of interviewing that is utilized by many medical, dental, and other professional schools. Developed in 2004 at McMaster University, MMI format interviewing is designed to allow each candidate to be interviewed by several different interviewers in a short period of time. The goal of this approach is to reduce the impact of any biases an individual interviewer might have.

What happens in an MMI format interview?

- As each institution is unique, it is not possible to say exactly what will happen. However here is a general outline. The interview typically takes place across several separate rooms (or breakout rooms, if virtual). Prior to entering a particular room, you, as the interviewee, will receive a written prompt, which you will have two minutes to review. Once those two minutes have elapsed, you will enter the room and have typically around six minutes to answer the prompt before an interviewer. Once that time is up, all interviewees will rotate to a new room and the process repeats.

What kind of questions are asked during an MMI format interview?

- Again, it is hard to say exactly what questions to expect, but questions tend to be scenario-based. Sometimes you will be asked to imagine yourself in the role of a professional communicating with a patient. The questions are not meant to gauge subject matter knowledge, but rather to measure critical reasoning, empathy, problem solving, and other “soft skills.” During the two minutes prior to entering the interview room, be sure to read the scenario prompt carefully and identify key parts that you want to build your response around. Many sources of example questions can be found online by searching “example MMI questions.”

How to prepare for an MMI format interview:

- Practice answering questions using Big Interview:
 - Big Interview is a platform where you can record yourself answering interview questions and receive near-instant AI feedback on your performance.
 - The ASC Career Success team has created a practice set of MMI questions on Big Interview: https://ascosu.biginterview.com/members/mock_interviews/2484486
 - Big Interview is great for building your confidence in answering potential MMI questions and for receiving AI-driven feedback about eye contact and filler language use. However, it cannot directly replicate the experience of an MMI format interview.
- Practice interviewing with a group of friends or trusted family members:
 - Gather one or more people and practice answering an interview question to each, following the 2-minute prep, 6-minute of answer timing.
 - Be sure to let them know ahead of time what kind of feedback you would like for them to provide.
- Schedule a mock interview with Career Success:
 - Although a mock interview takes place with only one interviewer rather than multiple like a real MMI, it is still valuable to practice answering questions with a real person. The mock interviewer will be able to provide feedback about general interviewing skills as well as to what degree your answers accurately communicate your skills and values.
 - Schedule here: <https://osu.joinhandshake.com/login>