Multiple Mini-Interviews

From those who apply, approximately 1200 candidates are invited to attend for interview. This selection is based on the information provided on the UCAS application and UKCAT results. Interviews take place between November and February.

There are seven stations. Each interview lasts for 6 minutes, with 2 minutes preparation time outside the station to read information relating to that topic. At each station one interviewer will discuss the topics with you and will assess your performance. For some of your stations, an observer may be present but this person will not participate in any aspect of the process.

Please note that, in the MMI format, seven applicants will be interviewed simultaneously and the order in which you attend each station is assigned at the time of registration.

The format allows you to start afresh at each mini-interview. A range of your personal attributes relevant to studying medicine will be assessed by means of different tasks. Interview stations are designed to assess aspects such as: motivation for medicine; communication; perspective-taking (empathy); self-insight; ethical reasoning; data interpretation; ability to evaluate information and identify relevant aspects.

The seven stations are:

Ethics:

This station provides candidates with the opportunity to demonstrate their ability to consider and communicate about ethical issues in a balanced manner. Students are not expected to have any prior clinical knowledge and scenarios used to stimulate discussion will include all of the relevant information necessary in order to make a decision.

Students will be assessed on their ability to: analyse the question set with reference to the rights of patients; communicate their ideas, and formulate arguments and counter-arguments in an ethically justifiable manner.

Motivation and Insight into Medicine: Challenges faced by practitioners

You will be asked to discuss and explain specific challenges faced by health care practitioners. We will expect you to relate these to your own experiences. Your insight into the topic plus how you will be able to face up to these challenges will be assessed.

Data Interpretation:

You will be presented with data relating to a patient scenario. You will be expected to show an understanding of the importance of numerical accuracy in managing the situation and be able to demonstrate your own numerical ability, by undertaking very simple calculations in your head. The discussion with an interviewer will also relate to your understanding of the significance of numerical accuracy in clinical situations.
**Interactive Task: Engagement with student**

The interactive task station gives you a chance to show how comfortable and confident you are meeting a new person, and having a short conversation with them; a conversation that will cover issues of substance and there is an overall objective to the discussion. You will be interacting with a 4th or 5th year medicine student who will not be assuming a different role.

You’ll be provided with a brief paragraph to explain the context of the conversation, and then how it runs is up to you. The station is primarily about communication.

One of the core qualities of a good doctor is the ability to communicate well, often with people that s/he has not met before. Also of course when you start university you will need to interact with lots of new peers and staff, so this station focuses on some of the qualities you need for those situations too.

This station is not about testing knowledge, so you can’t ‘revise’ for it. The qualities that the task measures includes things like listening, questioning, engaging and responding appropriately to what another person says.

**Motivation and Insight into Medicine: Personal Qualities**

You will be asked to discuss specific aspects of your work experience; in particular, those experiences where you had some role in providing care or support to vulnerable individuals. It is expected that you will have also developed an understanding through observation of professional healthcare workers. The type of experience is not important but we will expect you to have gained good insight into professional behaviour and have discovered what qualities are important for good and effective patient management.

**Dealing with personal and ethical challenges:**

You will be provided with a scenario relating to potential challenges faced by doctors. You have the opportunity to demonstrate your understanding of the personal qualities important for coping in a demanding career and also provide an assessment of your own capabilities in dealing with challenge.

**Interactive Task: Role Play**

Your skills in communication are important throughout the interview process (especially the other Interactive Task station) but in this station you will be engaging with a trained role player who is also trained in assessment. You are expected to interact with the role player as if the situation is real. The role player will be assuming a specified role. Your skills in establishing an effective rapport whilst dealing effectively with the challenges that will be presented to you will be assessed.

**Outcome of interview:**
The decision whether an offer is made is based primarily on the interview performance data. We will not re-review academic information in making the decision unless absolutely necessary (e.g. if there are a number of applicants on the same interview score). The scores for each station are used to calculate an average score (simple arithmetic mean), which is used to rank all applicants. Please note that we do not define an acceptable overall score. We expect to make about 850 offers and these applicants will be identified according to the rank order of scores, primarily; though the decision for some candidates may be affected by the factors identified here:

- For those candidates who are within five percentage points of the cut-off score, we will review their Band scores for the Situational Judgment Test (SJT) component of the UKCAT. Within this range, we will make offers only to those who achieve a Band score above 4 (minimum) as well as an interview score above the cut-off.
- The Band score is not relevant to the decision for those candidates who receive a MMI score that is greater than 5% above the cut-off.
- It is likely that we will set a minimum performance standard for each station (which will be well below the threshold for the average score). An applicant who does not reach the minimum standard for one or more stations and who achieves a SJT Band score of 4 may not receive an offer irrespective of the overall interview score. If only the former is true, an offer will still be made.

Please note that there is no advantage to attending an interview early. We will analyse the interview scores soon after the first set of interviews in December. By min-January we will be able to communicate initial decisions. Those applicants with a mean score in the top 50% (approximately) will receive an offer. Those with mean scores in the bottom 20% (approximately) will be advised that their applications are unsuccessful. The remainder of the interview candidates will be informed of our decision in March following analysis of all interview data when the precise threshold score can be defined.

Preparation for interview and indeed for study on a medicine programme is aided by engaging in frequent discussions with friends and family about medical issues appearing in the news and media. You should also use your time on work experience effectively by gaining insight into the demands placed on staff, the problems they encounter and the strategies that they employ to handle difficult situations as well as the benefits they obtain from caring for people and working in teams. Again, opportunities to engage in discussion of these issues must be taken.