

## **FAQs on Multiple-Mini-Interview (MMI)**

### **Q: What is the Multiple-Mini-Interview (MMI)?**

A: MMI refers to a series of mini-interviews lasting 10 minutes each. It is similar to the objective structured clinical examination (OSCE), designed to evaluate a candidate's communication, reasoning, and problem solving skills that are considered important in any doctor commencing residency.

Candidates complete a circuit of 4 mini-interview stations, rotating from station to station. Each station will assess a candidate through their response to a range of scenarios on pre-determined domains, which may include but not limited to: teamwork and collegiality, communication skills, compassion, professional and ethical conduct, and other personal attributes. One to two interviewers will be present at each station to rate each candidate using a standardised, annotated rating scale.

### **Q: What are the advantages of MMI over the traditional interview method?**

A: MMI offers a structured interview format for interviewers to ask questions and to evaluate candidates' responses according to an annotated rating scale. The use of multiple stations allows for multiple scenarios to be evaluated and the use of multiple interviewers dilutes the impact of interviewer biases. Given that all candidates respond to the same scenario and marked on a rating scale, MMIs are more standardised.

### **Q: What is the duration of the MMI for each candidate?**

A: The MMI residency interview will consist of 4 stations. Each candidate is expected to spend 10 minutes at each station; 2 minutes of which will be allocated for the candidate to read the scenario, and 8 minutes for discussion with the interviewer. Each candidate is expected to spend a total of 40 minutes to complete the entire circuit, excluding waiting and the short transition time between stations. Once the cycle begins, each batch of candidates will continuously rotate to all 4 stations.

### **Q: How will the MMI be conducted?**

A: Each candidate will be assigned to any of the 4 MMI stations/ interview rooms. Once the MMI cycle begins, all 4 interviews will occur simultaneously and candidates will move to the next station simultaneously once the allotted 10 minutes is up (2 minutes for the candidate to read the scenario, and 8 minutes for discussion with the interviewer). After all 4 candidates have completed the circuit, they will be ushered out of the interview area and a new cycle commences with the next group of candidates. Administrative staff will be at hand to facilitate the interview process.

**Q: What am I supposed to bring (or not bring) with me during the interview?**

A: Candidates are required to bring their identification documents (NRIC, driving licence or passport) for the initial identification. You are not permitted to present the interviewers with documents or written supplementary information such as letters of recommendation, CVs or academic grades. This is to ensure that you will be graded based solely on your performance during the interview.

Please note that handphones and any audio/image recording devices are not allowed to be used at all times during the MMI.

**Q: What will be asked during the MMI?**

A: At each station, candidates will be presented with case scenarios. These scenarios may be clinical or non-clinical in nature. Each scenario can have different responses depending on the candidate's values and inclinations, etc.

The case scenario will generally be 1 to 2 paragraphs long. At each station, candidates will discuss with the interviewer how they will approach and manage the case. Candidates may be required to role play with the examiner for particular scenarios. Interviewers may or may not ask questions during the discussion.

**Q: Who are the interviewers?**

A: The interviewers will comprise of senior doctors from the Residency Advisory Committee and the Program Directors from the Sponsoring Institutions. There is either 1 or 2 interviewers at each station.

**Q: How will I be graded for the MMI?**

A: You will be assessed on your understanding, ethos, reasoning and approach to the issue. The interviewer at each station will give a score using a standardised rating scale.

The interviewer will not be privy to the scores awarded by other interviewers at the other stations. After the candidate has completed all 4 stations, the scores at all the stations will be added up as the candidate's total score.

**Q: Can the interviewer ask questions not related to the scenario?**

A: Interviewers will be given specific instructions on what they can and cannot ask. They should not ask questions outside of the case scenario. They should not ask about your other choices of Specialty or which Sponsoring Institution you choose.

**Q: What happens if I cannot complete answering all the questions within the allotted time?**

A: 8 minutes will be allotted for discussion, and candidates must leave the interview room when the time is up. Candidates and interviewers will be notified when they have 1 minute left to finish their discussion.

**Q: What happens if I have answered all the questions asked by the interviewer before the allotted time is up.**

A: When there are no more questions to be asked, and the interviewer or candidate has nothing further to discuss; the interview at that station can be stopped. The candidate can then leave the room with the permission of the interviewer and remain seated outside until the 10 minutes is up (seats will be placed outside the rooms). Candidates should not converse with each other outside their rooms or share information about the scenarios, and must wait for instructions before proceeding to the next station.

**Q: Will my score at any one MMI station affect how the interviewers grade me at the other stations?**

A: The interviewer at any one station is not privy to the scores awarded by other interviewers at the other stations. Hence, the MMI gives the candidates a different assessment at every MMI station.

**Q: Can I prepare for the scenarios and are there “right answers” for the questions asked?**

A: There is no need to prepare for the MMI because of its whole person approach. It may also be a test of your professionalism, ethics and attitudes based on how you manage a situation.

**Q: What is the MMI trying to “get at”?**

A: The scenario can be designed to assess a particular trait, but it may not be obvious to you what trait this is. It would be better to focus on the question and answer sincerely rather than try to figure out the answer which you think the interviewer wants.

**Q: Should I use the MMI as an opportunity to talk about myself and highlight my strengths?**

A: The MMI scenarios and questions will not ask you to talk about yourself but rather what you think or what you would do in a given situation and why. Candidates

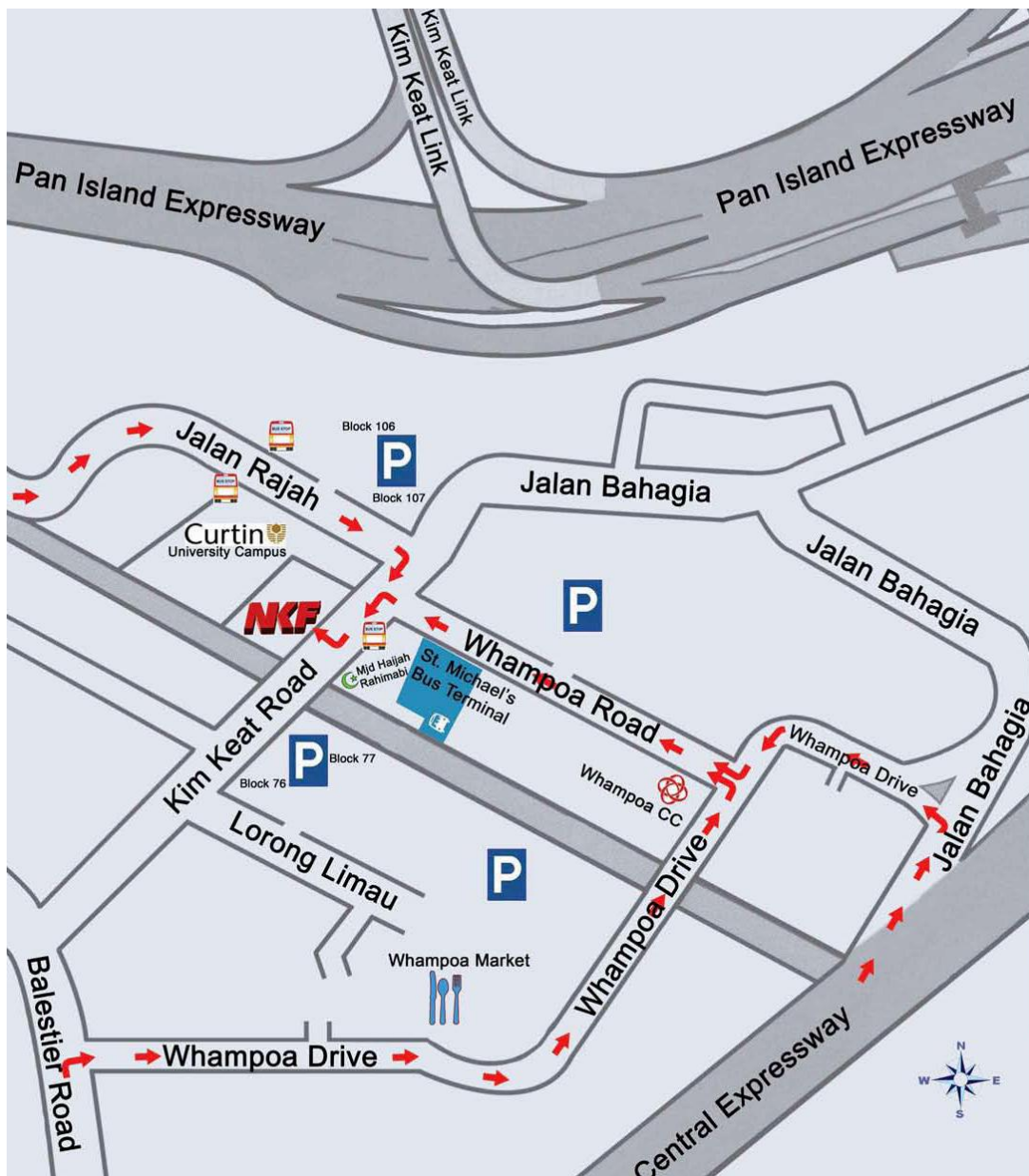
should be careful not to give pre-prepared answers as the scenarios are meant to test a spontaneous response.

**Q: Where will the MMI be held?**

**A:** The venue is at  
NKF Centre  
81 Kim Keat Road  
Singapore 328836

Please note that car parking is not available at NKF Centre. If you are driving, please park your vehicle at the following nearby HDB car parks:

- Blk 76, Lorong Limau (S)320076 - (ERPS parking)
- Blk 107, Jalan Rajah (S)320107 - (Coupon parking)



**Q: What do I need to take note of on the day of MMI?**

A: You are advised to arrive at least 20 minutes ahead of your scheduled interview time, and register at the registration counter at the ground floor lobby. Please bring along your NRIC.

You will be organised into your respective MMI group and be ushered to the interview stations accordingly. After completing the interview at each station, you are to proceed to the next station, until you have completed all 4 stations. Once all in your group has completed all 4 stations the group will be dismissed.

You are to move briskly between stations and follow instructions given by the staff at all times.

**Q: What do I need to look out for during the interview?**

A: Please note the timing at each station (10 minutes) will be strictly adhered to. There will be a timekeeper to signal the start and end of each interview session. When the time is up, the interviewer will stop the interview. You can leave the interview room immediately and proceed to the next station.

**Q: What if I am sick or late?**

A: As the residency interviews (MMI) run on a very tight schedule, candidates must come on time for their allocated interview time slots. If a candidate is late, his place may be taken by another candidate and he will in turn be relegated to the next available round. Candidates who are unable to turn up on the day of interview may contact MOHH at [physician@mohh.com.sg](mailto:physician@mohh.com.sg) early, to see what arrangements are possible. Candidates who fail to show up for their interviews without good reason may be excluded from the matching process. A repeat interview will not be held as the scenarios will not be repeated once the cycle is completed.

**STRUCTURE OF MMI**

1. 4 stations with a different domain/scenario to be assessed at each station
2. 10 minutes per station (2 minutes to read case; 8 minutes for discussion)
3. 1 to 2 interviewers per station
4. Standard and specialty specific scenarios
5. Annotated rating scale
6. Overall assessment score

