



Using the Multiple Mini Interview for selection into vocational general practice training

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ABSTRACT

INTRODUCTION: Interviews for selection into post graduate training courses are an accepted method of selection, there is the presumption that such interview processes are fair to both candidates and the training scheme.

AIM: Due to concerns over unconscious bias and a desire to move to best practice, the Royal New Zealand College of General Practitioners introduced the Mini Multiple Interview (MMI) process as the selection process for doctors wishing to enter vocational training in general practice.

METHODS: Aspects assessed during the interviews were developed through wide consultation and included: reason for wanting to undertake training, managing poor compliance, addressing issues of equity, managing complaints, insight and understanding the role of general practitioners in chronic care. There were 218 applicants who took the MMI. Demographic data as well as scores were collected.

RESULTS: The MMI process has good reliability and performs well in several aspects of validity. All three interview venues had similar results. There was no gender difference in overall result or scores. New Zealand graduates scored higher than overseas graduates. Of the 218 candidates, 12 were considered not yet ready to enter training.

DISCUSSION: The MMI process appears to have acceptable reliability and good validity. The structure of the MMI is likely to have reduced unconscious bias. Further research will study the predictive validity of the MMI for this cohort of candidates.

KEYWORDS: General practice; vocational training; interview.

Introduction

Admission processes for postgraduate training aim to select candidates who are likely to successfully complete the training and become competent practitioners in their discipline. A second objective is to design and implement a process that reflects the needs of a high-stakes assessment. Historically, interviews have been used as part of the process of candidate selection, with the typical structure being an in-depth single interview with two or three people. Concerns over issues of interrater reliability (would the interview score be the same

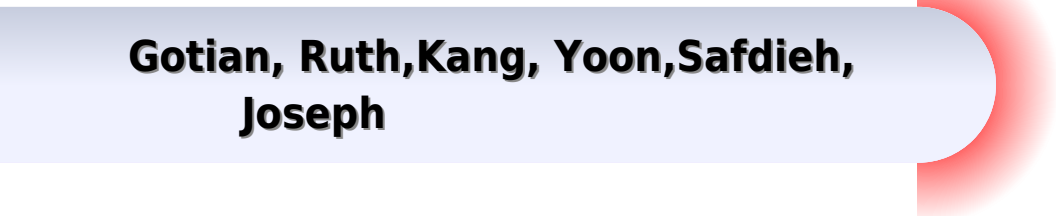
regardless of who was interviewing and marking a candidate?), validity (does the test measure what it is supposed to measure?) and poor ability to predict future academic performance led to the development of alternative methods of candidate selection, such as the Multiple Mini Interview (MMI) for both medical school and vocational training programmes.¹

The MMI is conceptually similar to an Objective Structured Clinical Examination (OSCE) with multiple stations, each assessing a different attribute

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Multiple Mini Interview General Practice

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Joseph**



Multiple Mini Interview General Practice:

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 AMCAS 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

Medical Education: Theory and Practice E-Book Tim Dornan, Karen V. Mann, Albert J J A Scherpbier, John A. Spencer, 2011-12-02 Medical Education Theory and Practice is a new text linking the theory and the practice for graduate students and educators who want to go beyond the basics The scholarship of medical education is above all a practice but one that has a strong theoretical foundation Neither theory nor practice stand still and both are grounded in research The novelty of this book lies in its interweaving of practice theory innovation and research The book starts with a theorised contemporary overview of the field Next it explores the theoretical foundations of medical education

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Navigating Problem-based Learning Samy Azer,2008 This complete guide to problem based learning PBL in medicine and health professions explains the aims and essential elements of PBL and provides keys for successfully working in small groups

Career Paths in Oral Health Rodrigo J. Mariño,Michael V. Morgan,A. Damien Walmsley,2018-08-31 In providing a comprehensive overview of the career paths currently open to oral health professionals this book will serve as an essential reference guide for anyone considering a career in oral health It covers for example clinical career paths in general dentistry in private practices community centers and hospitals and each of the various specialties academically related career paths in both teaching and research and non traditional paths community government administration policy making government research and oral health organizations The authors are from various countries and both academic and non academic backgrounds They have been selected for their distinction in particular career paths and include in their contributions insights gained from personal experience This book will be ideal for readers seeking an introductory portrait of the different career paths in oral health such as students It will also be a useful source for those wishing to re examine the field e g oral health graduates considering their career choices or to acquaint themselves with contemporary issues and debates

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