

# Guide to the Multiple Mini Interview (MMI) and CASPer™ Test

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## Disclaimer

This presentation is given from the perspective of Second Year Medical Students at New York Medical College. While we have tried to keep information fairly universal and applicable to all health professional schools, please confirm with your own school's policies and procedures.



# The Multiple Mini Interview (MMI)

## The Multiple Mini Interview (MMI)

- The MMI process is specifically designed to assess personal attributes of health professional school applicants.
- These include (but are not limited to):
  - Professionalism
  - Empathy
  - Cultural Competency
  - Ethical Grounding
  - Critical Thinking
  - Interpersonal and Communication Skills

## The Multiple Mini Interview (MMI) (cont'd)

- During the MMI, applicants rotate through a timed, scenario-based interview circuit (a bit like speed-dating).
- Scenario topics cover a broad range of subjects.
- Specific medical knowledge is not required.
- Situational questions in the MMI usually touch on ethical decision making, critical thinking, communication skills, current healthcare and societal issues.
- At the end of each mini interview, the interviewer evaluates the applicant's performance as the applicant moves on to the next station.

## MMI Format

- Typically involves 8 to 10 stations.
- You will be presented with various scenarios, usually posted on the door.
- You will be given 2 minutes to read each scenario and formulate your answer.
- You may or may not be able to take notes (dependent on the school).
- You'll then be prompted to enter the room, where you will be given about 7 to 8 minutes to respond to the scenario or task.
- There are sometimes 1 to 2 interviewers per station.

## MMI Station Formats

- There will be three main types of MMI stations you will encounter as an interviewee:
  1. **Question/Discussion Station**
  2. **Scenario/Acting Station**
  3. **Task/Collaboration Station**

## MMI Station Formats: Question/Discussion

- When you enter the room, there will likely be one interviewer.
- After your response, the interviewer may ask follow-up questions.
- These follow-up questions will differ from one applicant to another, depending upon the content of the applicant's initial response.
- Question stations are designed to assess:
  - **Communication Skills**
  - **Thought Processes**
  - **Professionalism**

## Example: Question/Discussion Station

Dr. Cheung recommends homeopathic medicines to his patients. There is no scientific evidence or widely accepted theory to suggest that the homeopathic medicines work, and Dr. Cheung does not believe them to. He recommends homeopathic medicine to people with mild and nonspecific symptoms such as fatigue, headaches, and muscle aches, because he believes that it will do no harm, but will give them reassurance. Consider the ethical problems that Dr. Cheung's behavior might pose. Discuss these issues with the interviewer.

*Example adapted from Dr. Samir P. Desai*

## MMI Station Formats: Scenario/Acting

- Before entering the room, you will be given a scenario to read.
- Inside the room, you'll find two people – the rater and actor.
- The actor has been trained to engage in the scenario with you.
- The rater will observe your interactions with the actor.
- Scenario stations are designed to assess:
  - **Compassion**
  - **Social Interaction**
  - **Problem Solving**

## Example: Scenario/Acting Station

The parking garage at your place of work has assigned parking spots. On leaving your spot, you are observed by the garage attendant as you back into a neighboring car, a BMW, knocking out its left front headlight and denting the left front fender. The garage attendant gives you the name and office number of the owner of the neighboring car, telling you that he is calling ahead to the car owner, Tim. The garage attendant tells you that Tim is expecting your visit. Enter Tim's office.

*Example adapted from Dr. Samir P. Desai*

## MMI Station Formats: Task/Collaboration

- You will be asked to complete a task, often with another applicant.
- One applicant may be asked to perform a complex test (such as assembling or repairing a model) with another applicant giving directions for dealing with or assembling the model.
- When you enter the room, there will be two raters, one of whom will be responsible for observing and rating your performance.
- Task stations are designed to assess:
  - **Teamwork**
  - **Problem Solving**
  - **Communication Skills**

## Example: Task/Collaboration Station

**Origami (Deliver):** When you enter the room, there will be a sheet of paper that illustrates how to complete an origami (paper folding) project. On the other side of the room, there is a candidate who can't look at you, but who has a blank piece of paper. Verbally guide your colleague to completion of origami project.

**Origami (Receive):** When you enter the room, there will be a blank sheet of paper in front of you. On the other side of the room, there is another candidate who will provide you with instructions regarding how to turn this page into an origami (paper folding) project. Do not look at the other candidate until told to do so.

*Example adapted from Dr. Samir P. Desai*

## Pillars of Medical Ethics

1. **Autonomy** = informed consent and respect patient's wishes
2. **Beneficence** = benefit patients
3. **Non-Maleficence** = do no harm (or minimal harm)
4. **Justice** = fair distribution of resources, especially for limited resources (e.g. time, organs, etc.)

## Responding to MMI Scenarios

- **Clarify or Restate Question/Issue**
  - Read the prompt slowly and carefully to ensure you understand it
  - Feel free to restate the issue in your own words as an introduction
  - If you do not understand the prompt, ask for clarification from the interviewer
- **Discuss the Different Perspectives**
  - Consider and discuss all of the aspects and dimensions of an issue
  - DO NOT get too hung up on your own perspective

## Responding to MMI Scenarios (cont'd)

- **Relate Personal Experiences**
  - If you have a personal experience that ties well with the scenario, incorporate it into your response
  - This includes even something that you have just read about
  - If you do not have a personal experience, you may be asked what you would do in a hypothetical situation should that arise
- **There is No Singular Right Answer**
  - Be able to defend your opinions and arguments by communicating effectively and demonstrating an understanding of the situation



## MMI Pointers

- Remember to be yourself
- Be genuine and confident, but NOT overly confident and boastful – the interviews may find that deterring.
- Unless specifically advised against, ALWAYS knock on the door before entering.
- Practice, practice, practice!

## Practice Scenario #1

Because of federal and provincial subsidy policies and return-of-service agreements, international medical graduates (IMGs) now make up an increasingly large proportion of rural doctors. As a consequence, the shortage of doctors in rural areas has prompted many family medicine residencies to increase their quotas for IMGs in their programs. Effectively, this development is leading to a relative reduction in spots available for Canadian medical graduates. Please discuss the pros and cons of such a development.

*Adapted from [MultipleMiniInterview.com](http://MultipleMiniInterview.com)*

## Practice Scenario #2

You are a family physician seeing Jane, a 67 year old woman with a recent history of multiple fragility fractures. You diagnose her with osteoporosis and prescribe some bisphosphonate drugs and other pharmacological treatments. Jane tells you that she has heard some good things over the internet about alternative medicine treatments such as Chinese medicine, and she is adamant on trying these as well. You are concerned about the use of these alternative medicine treatments and the possible negative effects they could have on Jane's health. How would you handle the situation and what would you recommend Jane do? Discuss any ethical considerations that are present.

*Adapted from MultipleMiniInterview.com*

## Practice Scenario #3

Near the end of a 24-hour shift, you realize that your fellow intern is in a state of distress. During round, the supervising physician asked her to begin a blood pressure medication on Mr. Smith. Several hours after writing the medication order, she realized that she wrote the order in the wrong patient chart. By the time she caught her mistake, the nursing staff had already administered the medication to Mr. Jones. After receiving the blood pressure medication, his blood pressure fell and IV fluids had to be given to normalize the blood pressure. After she tells you what happened, she urges you not to share this information with the supervising physician. Discuss how you would handle this situation.

*Adapted from Dr. Samir P. Desai*

## Practice Scenario #4

As the manager of an electronics superstore, you are in charge of 10 employees. One of your employees, Larry, has been receiving and sending texts regularly during work hours. He has even done so while providing service to customers. Today, you noticed that a customer became visibly upset when Larry pulled out his cellphone in the middle of their conversation. You are puzzled by Larry's behavior because up until this started two weeks ago, he had been one of your best employees. You have decided to discuss the situation with Larry. Larry is waiting for you in your office.

*Adapted from Dr. Samir P. Desai*

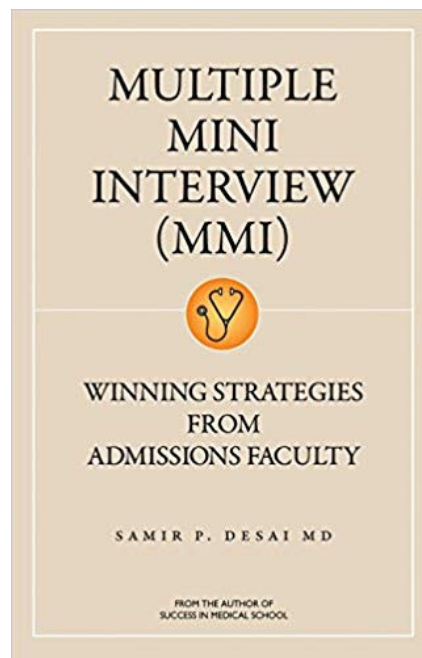
## MMI Resource

Multiple Mini Interview (MMI): Winning Strategies From Admissions Faculty

By Samir P. Desai, MD

ISBN-13: 978-1937978051

ISBN-10: 1937978052





# The CASPer™ Test

## The CASPer™ Exam

From TakeCASPer.com:

*“CASPer is a form of situational judgement test. Situational judgement tests (SJTs) are a type of psychological test which present the test-taker with realistic, hypothetical scenarios and may ask the individual what they would do in the dilemma and why they would do it. Situational judgement tests tend to determine behavioral tendencies, assessing how an individual will behave in a certain situation, and knowledge instruction, which evaluates the effectiveness of possible responses.”*

## The CASPer™ Exam (cont'd)

Essentially, CASPer is an online test used to assess your personality and response to certain situations.

CASPer contains 12 sections

- 9 sections contain either a video-based or written prompt
- 3 sections contain an open-ended question prompt

A series of questions (usually 3) will follow the prompt. You must respond to all of the questions within a 5-minute time limit.

## The CASPer™ Exam (cont'd)

Responses are typed!

- Practice speed typing NOW!

According to CASPer, spelling and grammar does NOT affect your score

- However, do NOT rely on this as better spelling and grammar increases the chance of your reviewer following a clear argument

ALWAYS respond to EVERY question, even if you are running out of time

- To save time, jot down bullet points instead of full sentences
- When in doubt, write “EVIDENCE BASED MEDICINE” or “EBM”

## The CASPer™ Exam (cont'd)

You will NOT receive your score

- Your score is sent automatically to your programs!

Unlike the MCAT, you MUST retake the CASPer each application cycle

Canadian applicants MUST take both the American and Canadian CASPer exams separately!

## Key to Formulating Good Responses

1. Personal
2. Clear & Concise
3. Connect to Medicine
4. No Open-Ended Statements Without Examples
5. Detailed

## Pillars of Medical Ethics

1. **Autonomy** = informed consent and respect patient's wishes
2. **Beneficence** = benefit patients
3. **Non-Maleficence** = do no harm (or minimal harm)
4. **Justice** = fair distribution of resources, especially for limited resources (e.g. time, organs, etc.)

## Think of Your Qualities and Stories to Back Them Up...

- Accountable
- Collaborator
- Communicator
- Empathetic
- Ethical
- Health Advocate
- Leader
- Learner
- Medical Expert
- Professional
- Scholar
- Trustworthy

**You should have a story or example to back up each of these qualities. Practice writing concise responses with each of these qualities and stories. On test day, identify which quality the question is looking for...**

## Adversity, Diversity, University

For the CASPer and for almost every secondary application, you will be asked to write a response to at least one of the following topics:

1. **Adversity** = How did you overcome/resolve a conflict or tough situation?
2. **Diversity** = How will you contribute to the diversity of your class or the healthcare field? Why are you unique?
3. **University** = What are you looking for in a school and why? Is there a specific reason you are choosing that school/city/community?

## Practice Scenario #1 (Video-Based Scenario)

**Watch the video in full. You are a co-worker.**

Video Link: <https://youtu.be/mBkkrkfEIIU>

*Adapted from TakeCASPer.com*



## Practice Scenario #1 (cont'd)

**During the CASPer test, you will have 5 minutes to answer the following 3 questions:**

1. What advice would you give to your co-worker about his team member, Taylor?
2. Do you agree that taking any additional action in this situation would be considered “overstepping boundaries”? Why or why not?
3. Imagine you heard rumors that Taylor was being bullied at work, would this change your reaction to the situation? Explain your response.

## Practice Scenario #2 (Text-Based Scenario)

**Read the following prompt:**

You and your friend Sarah are walking down the street on your way home from a tough day of university classes. Sarah is complaining angrily to you about a particular professor and his teaching methodology. Furthermore, Sarah is threatening to submit a formal complaint about the professor to the university administration to initiate disciplinary action for his teaching style. You happen to enjoy the professor's way of teaching.

*Adapted from Astroff Consultants Inc.*

## Practice Scenario #2 (cont'd)

**During the CASPer test, you will have 5 minutes to answer the following 3 questions:**

1. Given your opinion about the professor, how will you counsel Sarah about her desire to submit a complaint to the university administration?
2. If Sarah's submission of the complaint would lead to a permanent blemish on the professor's record, would you change your answer to question 1? Why or why not?
3. Describe a time when you had to make a difficult decision.

## Practice Scenario #3 (Open-Ended Question)

**Read the sentence below:**

Think of a time when you had to make a sacrifice in order to accomplish a goal.

*Adapted from TakeCASPer.com*

## Practice Scenario #3 (cont'd)

**During the CASPer test, you will have 5 minutes to answer the following 3 questions:**

1. Briefly describe the situation and the sacrifice you made.
2. Do you regret your decision to make the sacrifice? Why or why not?
3. Did you learn anything from this situation that can be applied to your desired career? Explain your response.

