

Multiple Mini Interview (MMI) Student Backgrounder

What is the MMI?

- The MMI is a series of one-on-one mini-interviews, lasting 10 minutes each.

How does the MMI work?

- Applicants to the Dietetics Specialization will participate in a total of 8, 10-minute interviews. You will be given 2 minutes to read a question and 8 minutes to participate in a one-on-one interview with a trained interviewer at 8 different stations. The total duration of the MMI is 80 minutes. Each interviewer will score you on your performance and the scores will be tallied to create one global score per candidate.

What does the MMI assess?

- The Dietetics Specialization seeks applicants who are:
 - Demonstrate moral integrity, trustworthiness and honesty
 - Respectful of others
 - Able to maintain confidences
 - Self-directed learners
 - Demonstrate personal insight and are able to self-assess
 - Willing to work hard and,
 - Able to communicate effectively.
- In addition, to be successful in Internship, applicants must be able to:
 - Demonstrate strong time management skills
 - Tolerate ambiguity and rapidly changing health care environments
 - Tolerate and manage stress
 - Demonstrate good judgment
 - Demonstrate enthusiasm for their work
 - Pay attention to detail
 - Recognize and respect the roles of other healthcare disciplines
 - Accept feedback on their performance and demonstrate a willingness to grow from the advice of others.
- This interview method provides an opportunity for applicants to apply general knowledge and personal experiences to issues relevant to society in general and dietetic practice specifically. The MMI assesses personal characteristics (non-cognitive attributes) important for success in dietetics including:
 - Critical thinking

- Ethical/moral decision making
- Self-evaluation, reflection and personal insight
- Communication
- Cultural sensitivity
- Empathy

Why does the Internship use the MMI style of interviewing?

- MMI has been used extensively to select individuals entering careers in medicine, dentistry, and rehabilitative medicine and is a well constructed and well validated process. Research has shown that it is more fair process for the candidates relative to traditional interviewing styles. In addition, the MMI provides flexibility in questioning applicants in ways that are not practical using other interview formats. Finally, the MMI gives applicants to the Internship a fresh chance to impress with every interview and the ability to independently demonstrate the non-cognitive attributes we are looking for.

Who will interview me?

- A variety of different types of individuals may participate in the MMI process. They may or may not be Registered Dietitians. Our MMI interviewers may be Registered Dietitians, health care providers from other disciplines, University of Alberta faculty members, or community stakeholders. All of our interviewers have been trained and have been given very specific instructions on what they can and cannot ask or communicate to applicants during the MMI process. Interviewers are NOT aware of your grades or the contents of your application package. Each interviewer will score your performance in the interview that they conduct. These scores (8 in total for each applicant) will be tallied to create one global score for each applicant.

How can I prepare for the MMI?

- The MMI process is designed to be challenging, interesting and engaging so that applicants can demonstrate their communication and critical thinking skills, as well as their personality! No specific knowledge of dietetic practice, medicine, health care systems or ethics is required. In many cases there is no right or wrong answer.
- The most important thing that all applicants can do is to relax! The MMI gives applicants the opportunity for others to “get to know you,” and assess your unique personal characteristics. You cannot really study for these interviews as they are primarily based on demonstrations of personal characteristics (non-cognitive abilities). We do recommend that applicants get plenty of rest, relax and eat a healthy breakfast or lunch before participating in the MMI process. During the interviews, actively participate in the MMI to the best of your ability and look for opportunities to demonstrate your personal characteristics.