

Multi-mini Interview for Entry into the Specialisation Training Program (STP)

Understanding the Multi-Mini Interview (MMI)

As part of the Specialist Training Program (STP) selection process, applicants will participate in a **Multi-Mini Interview (MMI)**. The MMI is a structured interview format that is widely used across health professions education to assess the attributes that are important for entry into a training program and safe, effective and patient-centred clinical practice. Research has consistently demonstrated that MMIs are a reliable and valid method for assessing professional qualities such as communication, ethical reasoning, professionalism, self-awareness, teamwork and clinical judgement (refs).

What is an MMI?

Rather than participating in a single interview with one panel made up of multiple members, applicants rotate through a series of short interview stations, each with a different interviewer. Each station presents a different scenario, question or task, allowing candidates multiple opportunities to demonstrate their skills and experience.

For the STP selection process, the MMI will consist of:

- 7 interview stations
- 5 minutes per station
- A different interviewer and question/scenario at each station

The stations may explore areas such as:

- Professional judgement and decision-making
- Communication skills
- Collaboration and teamwork
- Reflective practice and learning
- Growth mindset and coachability
- Responsiveness to feedback
- Leadership and service improvement
- Managing challenging clinical situations

Note: One of the seven MMI stations will be based on information you have provided in your application and curriculum vitae (CV).

The question/s at this station are designed to give you an opportunity to discuss one aspect of your professional experience, achievements, development, or career pathway in more depth. Interviewers may ask questions about clinical roles, leadership experiences, quality improvement activities, teaching, research, service development, professional challenges, or other examples you have highlighted in your application.

The purpose of this station is not to test your memory of what you wrote. Rather, it allows the interviewer to better understand the experiences, decisions and learning that have shaped your development as a physiotherapist.

Why use an MMI?

The MMI is designed to provide a broad and balanced assessment of each applicant. Because candidates interact with multiple interviewers across several stations, performance is evaluated from different perspectives and across a range of professional attributes.

Research has shown that MMIs offer several advantages:

- **Greater reliability**, as assessments are based on multiple observations rather than a single conversation.
- **Strong evidence of validity**, with MMI performance associated with important professional skills and subsequent performance in health professional training programs.
- **A structured and consistent experience**, with all candidates responding to the same or equivalent scenarios and assessment criteria.
- **Opportunities to demonstrate strengths across multiple contexts**, recognising that no single question or interview conversation can fully capture an applicant's capabilities.

How can I prepare?

The most effective preparation focuses on reflecting on your professional practice rather than attempting to memorise answers.

Consider the following strategies:

Know your experiences

- Reflect on significant clinical experiences, challenges and achievements.
- Prepare examples that demonstrate leadership, teamwork, communication, adaptability, learning behaviours and patient-centred care.

Review professional standards

- Be familiar with the expectations of specialist physiotherapy practice.
- Consider how professional and personal values influence your decision-making.

Practise structured responses

- When answering questions, clearly describe the situation, your actions and the outcomes. STAR (Situation, Task, Action, Result) is a very useful framework for some MMI questions, particularly for stations that ask you to draw on your previous professional experiences. However, it is best viewed as one tool within your preparation, rather than a template to use rigidly for every station.
- Use specific examples from your clinical practice whenever possible.

Think aloud

- Interviewers are often interested in your reasoning process as much as your final answer.
- Explain how you weigh competing priorities, manage uncertainty and consider different perspectives.



Stay current

- Be aware of contemporary issues affecting healthcare delivery, quality improvement, patient safety, equity and access to care.

Practise brief responses

- With only five minutes per station, concise and focused communication is important.
- Practise answering questions clearly within a limited timeframe.

On the day

Remember that the MMI is designed to allow multiple opportunities to demonstrate your strengths. Treat each station as a fresh start. If one station does not go as well as you hoped, take a breath, reset and focus on the questions asked at the next station.

The interviewers are interested in understanding how you think, communicate and apply your professional experience as a titled physiotherapist. Authenticity, reflective practice and clear reasoning are often more valuable than trying to provide a "perfect" answer.

Examples of MMI questions:

1. Tell us about a time when guidance, mentoring or supervision helped you improve your clinical practice or professional performance.

Follow-up Questions

- a. What initially prompted you to seek or accept that guidance?
- b. What did you learn from the experience?
- c. How did you apply what you learned in practice?
- d. How has this influenced the way you seek support or expertise today?

2. Tell us about a time when guidance, mentoring or supervision helped you improve your clinical practice or professional performance.

Follow-up Questions

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- b. What did you learn from the experience?
- c. How did you apply what you learned in practice?
- d. How has this influenced the way you seek support or expertise today?

3. Scenario: A physiotherapist on your team regularly uses AI tools to draft patient notes and clinical communications. Many staff appreciate the time it saves, but some are concerned about accuracy and professional accountability.

Follow-up Questions

- a. How would you approach this situation?
- b. What benefits and risks do you see in using AI in clinical practice?
- c. What safeguards would be important to have in place?
- d. What principles should guide a physiotherapist's use of AI?



4. You receive feedback from a specialist that, while your clinical knowledge is strong, your communication style can sometimes limit patient engagement and shared decision-making.

You are surprised by this feedback, as you have not received similar comments previously.

- What would be your response to this feedback?
- If you disagreed with the feedback, how would you approach the situation?
- How would you use feedback like this to support your professional development?
- Can you think of any risks associated with dismissing feedback too quickly?

5. How do you know when your current clinical approach needs to change?

Follow-up Questions

- What sources of information influence your thinking?
- Can you give an example of a time when you changed a strongly held clinical view?
- What makes reflection effective rather than simply looking back on an experience?
- How do you balance confidence in your expertise with openness to learning?

References

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