



Using Multiple Mini Interviews to Assess Nursing Programme Applicants – Are We There Yet?

Juriyah YATIM & TAN Siok Bee, Speciality Nursing, Nursing Division
Singapore General Hospital



Background

- Unstructured interviews are conducted traditionally to select candidates before admission to Master of Nursing but this is limited to unconscious bias or personality incompatibility with a single interviewer
- The effectiveness of these traditional interviews in assessing candidates' suitability has been called into question

Multiple Mini Interviews (MMI)

The Multiple Mini Interview (MMI) is a multi-station interview model that was developed at McMaster University School of Medicine (SOM) in 2002:

- Traditional interview formats or simulations of educational situations do not accurately predict performance in medical school
- When a licensing or regulatory body reviews the performance of a physician subsequent to patient complaints, the most frequent issues of concern are those of the non-cognitive skills
- Since it was formally introduced at McMaster University SOM, it has been adopted by medical, dental, pharmacy, and veterinary schools around the world.

(Eva, Reiter, Rosenfeld & Norman, 2004)

We use MMI:

- To evaluate multiple domains that are considered important for candidate selection
- To introduce objectivity and minimises bias in the interview exercise
- As an alternative tool to select candidates

MMIs typically aim to assess:

- Interpersonal and communication skills (including empathy)
- Teamwork and leadership
- Preparation and motivation
- Critical thinking, problem solving
- Ethical/ moral reasoning

We initiated MMIs in 2019, with 6-stations:

- Clinical Acumen (Writing)
- Essay writing
- Clinical Acumen
- Communication and Teamwork
- Ethical Scenarios
- Professional Development

How do we Conduct MMI?

Simultaneous in a circuit as a bell-ringer examination

- 12-minutes each station
 - 2 minutes for reading (Prompt)
 - 8 minutes for interview
 - 2 minutes interval (for Candidates to change stations)
- 1 interviewer per station
- Scenario-based questions
- No prompting
- Independent marking
- Global score
- Assessment criteria:
 - non-cognitive skills
 - thought processes
 - ability to think of their feet



Findings

We collated feedbacks from the Examiners and Candidates.

Examiners' Experience

- Planning & implementation are commendable. We had ample time to prepare case study as the pre planning was done well.
- It was organised well. The flow was systematic.
- Diversity of the assessments - assessing the candidates from many perspectives.
- The candidates displayed anxiety and were trying to accomplish the task assigned for the station in the given time.
- Giving feedback at the end should be continued. If possible we could consider giving individual feedback.
- Can measure if the selection based on Multiple Mini Interview reflects the outcome of the Master of Nursing program.

Candidates' Experience

- It is a fair method to assess all applicants for admission into university programmes. It also helps all applicants to gauge their own standards and readiness to take up their desired courses.
- It is a good way to assess a prospective candidate, however, nurses who wish to go for the Master programme who have not been through the Resident Nurse Training Programme may be at the losing end.
- This tests candidates' overall capability in some of the important aspects along the career development towards APN role.
- Multiple Mini Interviews is important because it is a good and rigour platform that assessed individual readiness to the Master of Nursing program. It also provides me with a taste and test of the assessment format during program.
- The experience and exposure are relatable to the clinical settings, and prepare us to better handle such situation in our routine. It also helps to improve my work quality through identifying and being aware what could have been done better during the interview.

Table depicts the 3-year Candidates' Numbers

	2017	2018	2019
Candidates	8	6	7
Selected for Master of Nursing	5	5	3

Learning Points

- The MMI experience has highlighted candidates' readiness and capabilities
- For those not selected to proceed to Master of Nursing programme will be continuously coached
- A data bank for case scenarios have been set up for ongoing clinical assessment

Conclusion

- The multiple mini-interview is a well-validated interview tool and improved objectivity
- This is a much-preferred method over the unstructured interviews by both assessors and candidates
- However, its role to select Master of Nursing applicants remains in its infancy



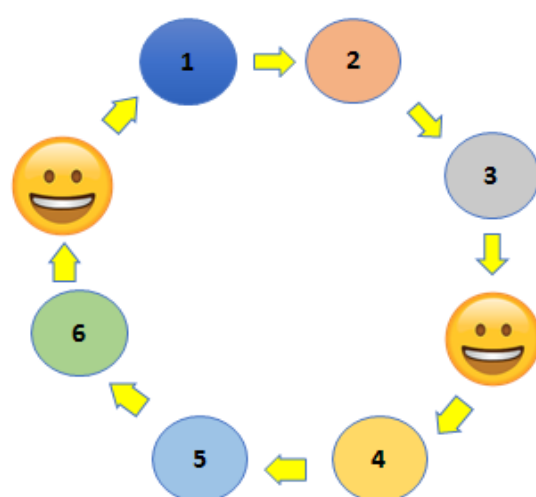
MMI Circuit

Circuit with 6 Stations

- 6 Active Stations
- 2 Rest Stations 😊
- 2 Minutes to Read the Prompt
- 8 Minutes for the Interview

MMI Rest Stations 😊

- No interaction
- Rest/ Bathroom break
- Increases the number of applicants to interview



Interviewer is an Advanced Practice Nurse or an Assistant Director, Nursing

ORGANISER



SECRETARIAT

