



MMI Guide

Types of Interview Questions:

Scenario/Acting:

Like a behavioral interview, during a scenario or situational based station you are asked specific questions about what may happen on the job. In many cases, situation-based interview questions involve problem solving and handling difficult issues and circumstances in the workplace. A Medical School scenario question may involve breaking news of a bad diagnosis to a patient for example – the patient is often portrayed by an actor. This style of question is typically probing your ethical responsibility, and ability to empathize.

Traditional panel style/interview:

Like a traditional panel style interview, questions will centre around your personal experiences, and reasons for wanting to pursue a career in your desired field. Example questions may include why you have chosen medicine/dentistry and will provide the interviewer with your reasoning behind choosing this field, your commitment to the program, and your previous experiences that have provided the foundation behind your choices. Emphasis will be on your behaviour in previous experiences that you have listed in your application.

Policy/Knowledge of the healthcare system:

This style of question will often involve you describing your opinion on important health care topics. Topics will vary depending on your program of choice; however, they will be current issues your program may be facing. An example may be the legalization of cannabis in Canada, and how you believe it will affect the population and/or healthcare system. It's important to not only reflect and discuss your perspective on the issue at hand, but also the perspective of the opposing side as well – showing your critical analysis of the current question and understanding of others who may disagree with you. This style of question will provide you with an opportunity to demonstrate your knowledge of current events impacting your discipline and your passion for staying up to date with current research and events.

Communication/Collaborative:

Communication stations will involve working with a partner (another interviewee, interviewer or actor) to solve a problem. An example may include working with a partner to instruct them on how to draw an object they cannot see. There is a significant emphasis on your verbal communication skills in this station. It's important to avoid becoming frustrated and to remain calm as you guide your partner through the problem.

Quirky/Quote Questions:

A unique, and one of the more challenging stations may involve outside-of-the-box quirky questions that don't necessarily have a right answer, but more-so focus on your ability to critically analyze, support and articulate your responses. An example of this style of question may be: if you could have one superpower, what would it be and why? OR "Read the follow quote and describe your thoughts in relation to it: "Our lives begin to end the day we become silent about things that matter". It is difficult to prepare for this style of question; however, using the PAR technique* may be a useful way for you to organize your response.



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General Guide to Answering MMI Questions:

- Depending on the school or program you have applied to, the interviewer may not be able to elaborate on the question/scenario provided to you. Read through the scenario multiple times to ensure you understand exactly what is being asked.
- When you enter the room, introduce yourself and shake hands with the interviewer(s) and begin by summarizing your understanding of the question provided and begin your discussion.
- Depending on the question, present the competing ethical stakes and discuss what else you may need to know to make an informed decision regardless of whether it was provided to you. It is good practice to cover your bases by including ethical, legal, professional limitations that may apply. Link to personal experiences when it is relevant to the question.
- Make good eye contact, limit fidgeting, and remember to breathe. Before leaving the room, thank the interviewer(s).
- Once you have left the room, take a deep breath! Each station is a valuable experience and marked independently of one another.
- Do not lie at any stage of the application process.

Who are the Evaluators?

You may be evaluated by doctors, students, faculty, and/or community members, therefore it's important to not assume the interviewer has extensive knowledge of the healthcare system and provide your response accordingly. Each station is evaluated independently. You may do poorly on one station, and it will not impact your scores on other stations. You are evaluated overall on whether you are someone the interviewer would like to have as a pharmacist/doctor/veterinarian in their community.

Non-Academic qualities being assessed:

- Communication Skills & Ability to Relate
- Professional Attitude & Motivation
- Dealing with Stress and Ambiguity
- Problem Solving
- Culture/Diversity Awareness
- Integrity & Ethics
- Capacity for Compassion & Empathy
- Self-Awareness & Maturity
- Self-Directed Learning

PAR TECHNIQUE* (MMI Style)

An effective technique for dealing with many interview questions, including behavior-based/scenario questions. The P-A-R technique may help you summarize the question/scenario in question, and help you formulate a response that will highlight the skills and information you wish to emphasize.

Problem: Outline your understanding of the scenario/situation, and what (if any) ethical dilemmas you are being asked to respond to.

Action: Describe the two-sides of the scenario, and the actions you might take to deal with the situation, and the supportive reasoning behind your actions.

Result: What does a positive result look like/have you address the concerns of both sides of the scenario.