



Faculty of Health, Social Care and Education

Interview and selection day:

About multiple-mini interviews (MMIs)

The multiple-mini interview (MMI) is a series of different tasks rather than a single long interview. A task could involve answering a question, performing an activity or commenting on a scenario.

A full MMI cycle consists of six tasks, each of five minutes' duration (30 minutes in total). Your first two tasks will be assessed in one 'station' (a cubicle area), with each subsequent task assessed in a different station.

Tasks are assessed by fully trained staff, including academic tutors, service-provider colleagues working for the NHS and representatives from service-user groups.

The MMI selection team will not have seen your UCAS application as you've already been selected on the basis of predicted/achieved grades. They will not have seen your personal statement or reference or the results of your numeracy or literacy tests, but these elements of your application will be taken into consideration by the admissions tutor before any offer is made.

What you can do before your MMI assessment

You should aim to prepare thoroughly for your assessment. The following sections are a guide to the types of preparation that you can do.

Suggested interview preparation

- Research Kingston University: why have you chosen us?
- Why have you chosen this course, and not another course?
- Show you've thought through the pros and cons of this career.
- Think about obvious questions that are often asked at the beginning of an interview to help you settle down and think how you might answer them.
- If possible, get some relevant work experience so you can be realistic about your career choice. Can you demonstrate that you've made an effort to find about the work of your chosen profession in the NHS?
- Research the course itself: how is it the same or different from other courses at other universities?
- Evaluate your skills and weaknesses and be able to tell us about them if we ask.
- Make a list of reasons why you are suitable.
- Read the newspapers to be aware of current innovation, research or ethical issues in areas related to your course choice.
- Listen carefully to questions or instructions and think before you respond.
- Ask teachers, parents or friends to help with mock interviews.

During the assessment

The MMI tasks are designed to assess the competencies listed in our Student Person Specification. Please refer to this document for information on the competencies that are required.

The main areas of assessment will focus on you demonstrating the following:

- **Compassion and empathy**
 - Understanding and/or appreciating the thoughts and needs of others
- **Initiative and resilience**
 - Awareness of your own strengths and limitations
- **Interpersonal and communication skills**
 - Listening carefully and responding adequately
 - Seeking clarification
 - Showing language skills – expressing yourself clearly and succinctly, being understood and using vocabulary accurately
- **Organisational and problem solving skills; decision making and critical thinking**
 - Making appropriate decisions and demonstrating organisational skills
 - Ability to rationalise reasons for decisions
- **Team working**
 - Ability to work collaboratively
 - Making decisions and contributing as a member of a team
- **Insight and integrity**
 - Thoughtful
 - Reflective about experiences.

The assessors will be scoring your performance and marking you during the task, so they may be making notes as you talk or perform your task.

What not to do

- × Bring parents, partners or friends with you. If you've travelled with someone you should arrange to meet them somewhere after your assessment has finished.
- × Over-practise possible answers so you're just reciting something you've learnt.
- × Lie or bluff – if you don't understand a question, say so or ask for clarification.
- × Panic – although we do understand that you may feel nervous. Never underestimate the value of a deep breath!
- × Ask the interviewers at the end how you've done.
- × Use too much slang (the interviewers may not understand it).
- × Tell jokes.
- × Discuss the questions you've been asked with other candidates or post them on online forums. You may think you're being helpful to others but it just means that you're giving other candidates more chance of success. Offers are made on the basis of the scores achieved in the tasks so you're penalising yourself by giving the questions to others.