

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 application or references 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 - Why do you want to return to nursing practice?

- Research the information about the return to nursing campaign – details on Health Education England
- If possible, get some relevant work or voluntary experience so you can be realistic about your plans to re instate nursing registration and how you see yourself fitting into the NHS workforce
- Show you have thought through what it will mean to return to the health service and work again
- Make a list of reasons of what you have to offer the service as a returner
- Whilst your registration has been lapsed what have you been doing to keep yourself abreast of healthcare issues?
- Show you've thought through the pros and cons of undertaking an academic course
- Evaluate your skills and weaknesses and be able to tell us about them if we ask.
- Read the newspapers, listen to debates on the radio or question times in parliament/television to be aware of current innovation, research or ethical issues related to health and social care
- Listen carefully to questions or instructions and think before you respond.
- Ask friends, family and any network of nurse peers to help with mock interviews.

During the assessment

The MMI tasks are designed to assess the competencies of the professionally registered nurse. Read the Nursing and Midwifery Council (NMC) Code of Conduct 2015.

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 partners, friends or children 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.