IMPLEMENTING MULTIPLE MINI-INTERVIEW (MMI) AT YOUR RESIDENCY PROGRAM

Saturday, April 28, 2018
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Tower Health System: Reading Hospital

In Collaboration with:
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Benjamin J. Lloyd, MD FACP
EDUCATIONAL OBJECTIVES

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Who is ready for recruitment
How do you interview
Interviews at Reading, circa 2010

Two from full-time faculty would perform unstructured interview

Tremendous variety of viewpoints, experience, observational skill and emphasis…

Produced results that were difficult to interpret, and even more difficult to combine

Applicant selected for interview, reports to us for interview day
Reliability of a standard interview: $r=0.1$
Much too low for high-stakes decisions!
...yet 99% of programs do them.

Adding structure (same questions, format) adds a little reliability: $r=0.3$
...yet still too low for high stakes.

Adding more (structured) independent observers, however, made all of the difference, and got the reliability-$>0.7$- necessary for high-stakes decisions.

Kevin Eva
McMaster Univ
2004
IS IT ACCEPTABLE?

Students say:
• >90% “very acceptable”
• Prefer over standard
• More “fair”
• “Show off strengths”
• ?Does it favor extroverts

Faculty say:
• Outperforms traditional interview (74%)
• More enjoyable (4.8/6 Likert)
• Independent of transcripts; focus on non-cognitive skills
• ?Is there interviewer fatigue

Harris and Owen, Med Educ 2007; 41:234-41.
Interviews at Reading, circa 2017

Applicant selected for interview, reports to us for interview day

**Six** from full-time faculty would perform 8-min **structured MMI** interview

...and then we get together to holistically **reassemble the whole** from the parts each of us saw
• In my opinion, YES
• 30% of composite score to rank candidates
• 2017-18 “Red Flag” identification 9/~265 across 3 programs
• 1300+ observations
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MMI barriers
Step 1: Identify Your Ideal Doctors

What are the non-cognitive traits you and your staff want to identify?
WHO DO YOU WANT IN YOUR GME PROGRAM?

• Non-cognitive traits of your ideal resident?
• How do we identify these traits?

Word cloud for non-cognitive traits
Text: RyanZimmerma925
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Word cloud for non-cognitive traits
**SELECT DESIRED TRAIT(S)**

- Mindful
- Capacity for self-reflection
- Handles stressful situations skillfully
- Adaptable/innovative
- Professional
- Appropriate level of confidence
- Team player
- Capacity for empathy
- Enthusiasm for learning
- Incorporates feedback
Step 2: Scenario Development

- Seek desired traits
- Do not test specific medical knowledge
- Have no “correct” answer
- Allow interviewer flexibility
- Appropriate controversy level with score dispersion
You are an upper year resident rounding on a new admission of an 80 year old woman from an assisted living center with moderate dementia and neuropathy. Admitted last night by your night float for DM foot ulcer and rule out osteomyelitis.

You have interviewed and examined the patient on morning rounds, and the exam was consistent with your night float team’s assessment. Reviewing her studies you note that the MRI was completed on the wrong foot.

You are now summoned to the patient’s room as her daughter is requesting an update on her mother’s status and the results of the tests so far.
Defend position while remaining adaptable
Clear verbal communication
Emotional quotient
Explore the “why”
“My mother frequently sun-downs when in the hospital and I am angry that this will extend her stay.”

“We have a copay of 20%; who is to pay for this mistake?”

“How will you approach preventing this from happening again?”
Step 3: Applicant Assessment & Scoring

- Dispersive and reliable
- Capture “Red Flags”
- Minimum passing standard
- Score immediately after MMI
- Record on paper or directly in ERAS
### MMI 5: Overloaded Census Scoring

**APPLICANT:**

**DATE:**

**Overall Performance:**

1  2  3  4  5  

Personality that is difficult to work with; Unable to empathize (1)

Interviewer:

1  2  3  4  5  

standard answers without good rationale; can handle basic conflicts (4)

top level EQ; obvious team player; unusually mature; strong conflict resolution skills (7)

**Interpersonal and Communication Skills**

1  2  3  4  5  

Poor listening, writing, nonverbal skills; unable to clearly explain complex problems; heavily accented and poorly understood English (1)

Average listening, writing, or nonverbal skills; clear but not comprehensive explanations of problems; moderately accented and/or understood English, but had difficulties with euphemisms and slang (4)

Excellent listening, writing, or nonverbal skills; comprehensive, clear explanations, fluent (including euphemisms and slang), easily understood English (7)
LOGISTICS: ASSISTANTS

**Preparation**
- Schedule rooms/faculty
- Prep materials for interviewers (scenarios/score sheets)

**Interview day**
- MC: timekeeper, announcer
- Assistant to handle IT/Applicant/Schedule
Orientation session prior to interview season

Send instructions & case before interview day

Each room: case, score sheet, pen, instructions
LOGISTICS – PHYSICAL SPACE

# Rooms = # Applicants
Maximizes efficiency

Minimize travel time
(Offices in hallway, clinic exam rooms, retired hospital space?)

Must have PA system
(Conference phones?)
READING HOSPITAL FORMAT

- 2 min: Applicant reviews scenario
- 6 min: Scenario discussion with interviewer
- 80 min: 2 min travel, One break session
- 48 obs: 8 applicants, 5 MMI, 1 traditional
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Note: The table above represents a sequence of events or transitions, possibly related to a time table or schedule. The icons and numbers indicate different states or conditions at various times.
Increasingly common in US U.M.E.
Unfamiliar to IMGs (beware of coaching)

Inform when invited; information on website to set expectations

Reinforce: no “correct answers;” seeking to understand thought process, communication skills, professionalism
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Questions from the audience
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MOC QUESTION 1

Which of the following is the recommended first step in implementing MMI at your program?

A: Create a list of key non-cognitive traits of potential house staff
B: Generate 5-7 MMI Scenarios
C: Gain house staff buy-in
D: Propose structure to Department Chair
What is the role of probing questions in each MMI scenario?

A: Probing questions test the applicants adaptability and emotional quotient
B: Probing questions increase assessment reliability
C: Probing questions test cognitive traits
D: Probing questions are designed to reduce interviewer fatigue
Which of the following is a known limitation of the utility of MMI?

A: Applicants report that MMI is unfair
B: MMI only evaluated cognitive attributes
C: MMI scores tend to be higher in extroverted applicants
D: MMI requires FEWER support staff than do traditional interviews
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