

Multiple Mini Interviews at Latrobe Regional Hospital 2010

The interview process at Latrobe Regional Hospital has taken on a new look. Multiple Mini Interviews or MMIs with a 'twist' have been selected as the interview process for 2010. This form of interviewing has been utilised extensively in the University setting to screen Undergraduate Medical students, and is currently used by Monash Medical School to screen the postgraduate medical students.

The aim of an MMI is to broadly sample the candidate's competencies in order to gain a more accurate picture of the candidate's strengths and weaknesses. This form of interviewing eliminates the advantage or disadvantage of knowing the interviewer; it is achieved by having several brief interviews with different interviewers in a "speed dating" type of format.

The MMI will last approximately 50 minutes and will consist of 4 or 5 different stations. At each station the applicant will have 10 minutes to discuss a scenario type question with a single interviewer. There will be short break at the end of each station for examiners to complete marking sheets and for the applicants to prepare for the next station.

Questions will be based on the Australian Nursing & Midwifery Councils (ANMC) competency standards and will include all domains:

- Professional practice
- Critical thinking and analysis
- Provision and coordination of care
- Collaborative and therapeutic practice

The question format will be in short scenarios that are available to read prior to entering the station, the scenario will also be available to refer to when at the station. You will be asked several questions relating to the scenario and given specific prompts if needed. You will have 10 minutes to answer the questions, after that time a bell will ring and no further discussion is allowed. If you complete your answers within the 10 minutes you may remove yourself from the station and await the next station in a designated area.

There will also be a single station of 2 interviewers where you will be asked up to 4 questions relating to your reasons why you have chosen Latrobe Regional Hospital (LRH) for your Graduate Year, and what you have to offer LRH or similar a question. This station allows you the opportunity to sell yourself as an individual, once again there are no right answers.

Interviewees are given a numerical score for each station and that number is added to the scores given to academic transcripts and clinical appraisals. The final score is used to rank all candidates for the final submission to PMCV.

Graduate Nurses are presented with scenarios meant to evaluate non-cognitive skills including cultural sensitivity, teamwork, empathy, reliability and communication skills. There are no incorrect answers; the participant is merely expected to discuss the scenarios. It is considered that the process of the MMI allows for a more objective approach and provides the candidate with a fair evaluation even if he/she doesn't particularly 'click' with an interviewer.

Further information on MMIs and recent studies can be obtained simply by a Multiple Mini Interview [Google](#) search.

Alternatively feel free to contact myself:

Teena Twaddle: Graduate Nurse & Midwifery Program Coordinator
Latrobe Regional Hospital: ttwaddle@lrh.com.au Ph0351738598