

MMI: Multi-Mini Interview

This style of interviewing is designed to evaluate your soft skills and critical thinking skills through multiple short interview stations with multiple interviewers. Each station has a question, or scenario called a prompt in which you are given two minutes to read and brainstorm your response. Then, typically, you are given six to eight minutes to discuss your response. The interviewer will be different for each station, and they may ask follow-up questions.

How to Prepare

1. **Knowing the format is key.** This will also include whether it is in-person or virtual. For in-person, each station will be in a room with the interviewee going from room to room to discuss each question. For virtual, there will be separate break-out rooms for the interviewee to attend.
2. **Do some research.** Since the questions/scenarios are designed to test your soft skills and critical thinking skills, take stock of your position on health care policy, health care and social issues, ethical situations and how you would/should handle them. research the employer and follow any instructions they may have provided in the application process.
3. **Understand the different types of questions used in MMIs.** Sample prompts and questions may include Confidentiality Dilemma, Policy Question, Emotional Scenario, Personal Challenge, Values Assessment, Motivation Exploration, Role-Play Scenarios, Sample Teamwork. All of these are asking you to demonstrate how you feel and would therefore respond.
4. **Use the STAR method.** STAR is an acronym for Situation, Task, Action, Result. This is a formula used to structure an answer to a behavioral question where you briefly describe the situation, outline the tasks involved, identify, and focus on your actions that produced a positive result. Practicing framing your answers using this method ensures you will provide the interviewer with the information they are looking for.
5. **Don't be caught off guard by the "quirky" questions.** "If you could have one superpower, what would it be?" It doesn't matter what power you choose to talk about, it's the why that's important. The "Why" tells them about your values, your character, your personality, and if you are a fit with what they are looking for in a paramedic.
6. **Practice, practice, practice!** Rehearse responding to the different types of questions and possible topics you will be asked to discuss. Be careful not to sound too rehearsed, but more conversational. This can only be achieved through practicing, not memorizing. Set up mock MMI's with classmates, family, friends, and Career Services. You can also use online platforms such as [Yoodli](#).

[Book an appointment with a Career Educator](#) for a mock interview, discuss MMI preparation, review your Yoodli report, and more.