Multiple Mini Interviews
Values-Based Selection

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Values-based Selection

- MMI: implemented 2011-12 recruitment cycle – replaced traditional interview
- Drivers: Stakeholder feedback, policy context and public confidence, student employability outcome
- Sustainability: can accommodate changing context of concerns i.e. Francis report, CQC outcomes and service user feedback
Values-based Selection

- Interview approach: provides relationship between exhibited values and competencies i.e. communication skills
- Response: is active and minimises learned response
- Principle: don’t tell me who you are and what you can do, show me
Scenario-based Approach

• MMI have 6 stations with 6 scenarios – maximum score x 5 = total numerical score 30
• Scenarios developed and evaluated collectively by nurse practitioners, nurse lecturers, service users and current students
• Scenarios reflect 6 C’s of nursing and mapped against NMC standards
Attributes and Skills Assessed

- Honesty and integrity
- Commitment to chosen field of nursing
- Decision making and problem solving skills
- Empathy and Non-judgemental approach
- Potential for leadership and management
- Personal responsibility/self awareness
- Communication skills
Sample Scenario

- Role play scenarios based on following principles: You have made a mistake, you need to feedback to the person who is distress as a result of your error.
- Various variants on this theme: expectation that applicants will take personal responsibility for their error, will respond appropriately to role player’s distress and consider a resolution.
Role-play: scenario

• Applicant information: “You have been looking after your neighbours pet rabbit Bouncer whilst they were on holiday, but you have lost him. The neighbours return to pick Bouncer up. How you handle this situation is down to you”.

• Assessor's guide: level of honesty and empathy demonstrated towards role player’s distress, potential problem solving, communication skills
Scenario: written

- Applicant information: Your best friend on the Nursing Programme lives with her elderly mother who has dementia. One day she shows you bruising and tells you her mother attacks her. Explore what you think are the key issues, articulate some options and give the rationale.

- Assessors Guide: key points for consideration, non-discriminatory, insight into others situation, exhibits decision making processes, communication skills