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Multiple Mini Interview for Nursing Course Selection: Helping Blind Men See the Elephant

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Introduction: Since 2003, unstructured interviews conducted by a panel of Nursing Leaders and Human Resource personnel is used to select Master of Nursing (Advanced Practice Nurse [APN]) candidates in Tan Tock Seng Hospital (TTSH) Singapore. However, this format is limited by interviewer bias and dependent on a candidate's single-encounter-performance. The Multiple Mini Interview (MMI) is a multi-station interview model designed to evaluate multiple domains that are considered important for trainee selection. It introduces objectivity and minimises bias in the interview exercise. We introduced it as an alternative tool to select candidates.

Method: The inaugural MMI started in 2012 with full support from the Nursing Leaders. We conducted a 5-stations MMI and each station is manned by Learning Agility, Communication and Teamwork, Professional Development, Clinical Acumen and General Nursing Care. Prior to the interview, each assessor blueprinted his/her question(s) with standardised answers and grades. The entire circuit was completed within 60 minutes. Upon completion of the MMI, the assessors collectively reviewed all evaluations and selected the final candidates based on predetermined criteria and scores.

Findings: Since the inauguration, more than 40 nurses had undergone MMI. As the ratings awarded throughout the stations were independent for each station and candidate, both assessors and candidates felt that MMI was more objective, allowed fair engagement and was a better assessment of the qualities vital for a prospective APN. MMI has become a unique feature amongst TTSH's selection processes and has attracted the Chief Nursing Officer (CNO) herself who led a team of key Nursing Administrators to visit and witness the process.

Conclusion: MMI improved objectivity and minimised interviewer bias in the selection of APN candidates and was preferred over the unstructured interviews by both assessors and candidates. It is also an efficient and logistically feasible process.

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