



# Multiple Mini Interview attributes

Interviewers will be assessing applicants on a range of non-academic qualities and capabilities. Three attributes are assessed per scenario, but you won't know which three you are being assessed on. You can expect to be assessed on all eight during your MMI. The eight attributes that you will be assessed on are:

## 1. Communication

Communicates ideas articulately with expression, fluency, and confidence. Speaks clearly, at a moderate pace, intonation and volume.

## 2. Equity

Demonstrates awareness of social justice, fairness and human rights in a health context. Can describe at an introductory level how systemic discrimination (racism, sexism, ableism, etc) and influences of social determinants contribute to and maintain inequities.

## 3. Ethical and moral reasoning

Demonstrates an awareness of multiple sides of an issue showing integrity in applying ethical and moral principles to determine fair and reasoned solutions.

## 4. Critical thinking and quality of argument

Recognises a problem or an opportunity for discussion. Analyses, critically evaluates and draws logical, unbiased inferences from information provided. Structures and communicates a persuasive argument.

## 5. Cultural safety and self reflection

Recognition of value/influence of own culture and those of others; willing to respond to and learn from others from different cultural backgrounds and perspectives. Shows respect for differences and insight into one's own culturally-bound perspective.

## 6. Collaboration in teamwork and leading in teams

Discusses experience of working in diverse teams, taking and initiating action, establishing and maintaining trust, managing conflicts, and negotiations. Describes components of effective leadership such as building positive relationships, interpersonal communication and taking shared accountability.

## 7. Resilience and motivation

Able to navigate challenge and change constructively (including keeping going after failure). Shows determination for a given health professional career, a growth-oriented mindset, and intentional actions to take care of one's own wellness.

## 8. Mental flexibility and problem solving

Shows mental flexibility, ability to think fluently, associate elements into new combinations, elaborate and/or think 'outside the box' to derive novel ideas/solutions.

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