


**Aims:** The MMI consists of a series of short, carefully timed interview stations which provide information about a candidate's ability to think on their feet, critically appraise information, communicate ideas, and demonstrate that they have thought about some of the issues that are important to the physiotherapy profession. MMIs have replaced the traditional interview since their use has been shown in the literature to be more psychometrically sound. This work aims to present data following candidate evaluation of the process at Cardiff University.

**Methods:** In 2015/6, 310 candidates attended the MMIs for selection to the Cardiff Physiotherapy Undergraduate Programme. Candidate feedback was obtained voluntarily after interview by means of an anonymous questionnaire which was completed online. This rated levels of satisfaction and allowed candidates to provide feedback.

## Results & Comments:

Percentage of Applicant Responses (n=310)



	Positive	Neutral	Negative
At each station the staff completing the interviews are good at explaining the instructions to me	99	1	0
Staff completing the interviews are welcoming and made me feel at ease	97	3	0
The information given to me before the MMI interviews is sufficient	96	2	2
The MMI interview process is well organised and runs smoothly	98	1	<1
I have been able to ask questions when I have needed to	94	5	<1
The MMI interview is fairer for candidates than another method of interview	78	20	2
At each station it is clear which qualities and skills are being assessed	87	11	2
Overall the MMI stations enabled me to showcase my abilities	76	19	5
I would choose to study physiotherapy at Cardiff University if I was offered a place	97	3	0
Overall, I am satisfied with the quality of the MMI interview process at Cardiff	95	4	1
Completing the MMIs has made me excited about the prospect of studying at Cardiff University	95	4	1

*I definitely prefer MMI to a regular interview as I feel it gave me the chance to show my attributes and personality fully.*

*I find that the scoring system is far fairer than other interview styles, and gives an accurate indication of how we respond under pressure.*

*The process of breaking the interview into small chunks helped reduce anxiety.*

*Good variety of questions. If you messed up one station there was a fresh start on the next.*

*More fun than normal interviews!*

## Conclusions:

These responses demonstrate high candidate satisfaction and agreement amongst candidates that the MMI is fairer than a panel interview. Participation in the MMIs were found to be a positive and valuable experience for the majority of candidates. The evaluation data provides evidence as to the acceptability of this innovative method for recruitment to the physiotherapy programme at Cardiff University.

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