

MULTIPLE MINI INTERVIEWS (MMIS)



QPERCOM

Gp Training Application Multiple Mini Interviews

Robert M. Klassen, Lisa E. Kim



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INTERVIEWS FOR MEDICAL SCHOOL: Multiple Mini Interview (MMI) Practice Thanthullu Vasu, Shrya Shyam, RISE Foundation Leicestershire, 2023-04-21 Medical interviews have changed a lot with time in the last two decades multiple mini interviews MMIs have revolutionized the assessment strategies for entrance to medical schools MMIs usually consist of 6-10 stations of independent assessments done in a timed circuit so that the same examiner evaluates a specific skill for a station among the candidates Many of these stations assess a candidate's soft skills including critical thinking problem solving team working leadership and professional attitudes in addition to their knowledge skills and motivation towards choosing medicine as a career MMIs are not just a test of a candidate's knowledge or skills but their ability to use it appropriately at the right time Aristotle said we are what we repeatedly do Excellence then is not an act but a habit Candidates wishing to succeed in medical MMI interviews need repetitive practice in the various stations These stations usually include assessments on communication skills medical ethics recent medical facts role play with an empathetic approach data interpretation and calculations scenario based situations personal character motivation and judgment This book will provide an excellent variety of opportunities to practice these stations and guide the candidate with a framework of answers This book can be used for various medical university entrance exams including those in the United Kingdom via the Universities and Colleges Admissions Service UCAS the United States via the American Medical College Application Service AMCAS Canada via the respective Medical School Applications Service Australia via the specific state Tertiary Admissions Centre and many other countries via their specific admission pathways Dr Thanthullu Vasu has previously published four medical books alongside many chapters and articles in leading international journals He has founded organized and directed many teaching courses that have received excellent feedback He regularly organizes national MMI courses for candidates applying to medical schools these courses are in high demand and have consistently produced a successful outcome Many of the contributors in the book are team members from the RISE Foundation Leicestershire a charity based in Leicestershire <https://risefoundationuk.com> All the contributors have extensive experience as examiners in many interviews and courses The royalties from the sale of this book will be donated to the RISE Foundation Leicestershire Thank you for buying this book as the money will go towards helping various causes supported by this charity We wish you much success in your interviews and your future medical career

Selection and Recruitment in the Healthcare Professions Fiona Patterson, Lara Zibarras, 2018-11-11 How we recruit future healthcare professionals is critically important as the demand for high quality healthcare increases across the globe This book questions what the evidence tells us about how best to select those most suited to a career in healthcare ensuring that the approaches used are relevant and fair to all who apply The editors of this collection take a comprehensive look at the latest research surrounding recruitment and selection into healthcare roles Each chapter is authored by leading experts and using international case material the practical implications for workforce policy

are explored They review the key stages in designing effective selection systems and discuss how best to evaluate the quality of selection processes Evidence from role analysis studies as well as the effectiveness of different selection methods including aptitude and situational judgment tests personality assessment and interviews are examined Chapters also cover approaches to student selection and recruitment for postgraduate trainees through to senior appointments Finally they highlight contemporary issues in recruitment including the use of technology selecting for values candidate perceptions coaching issues and how best to promote diversity and widening access

Teacher Selection: Evidence-Based Practices
Robert M. Klassen, Lisa E. Kim, 2021-09-28 Marketing text This book combines theory and research from educational and organizational psychology to provide guidance on improving the teacher selection process and subsequently educational outcomes for all students The book identifies the characteristics of effective teachers analyzes research on selection practices and examines new approaches to teacher selection recruitment and development The central premise of the book is that improving the effectiveness of teachers and thus students educational outcomes can be achieved by making the recruitment and selection process more effective and more efficient Accordingly the book describes how to identify and select individuals for the teaching profession who display both strong cognitive attributes e g subject knowledge and essential non cognitive attributes such as resilience commitment to the profession and motivation for teaching Key topics Teacher selection practices from the viewpoint of organizational and educational psychology Teacher effectiveness and the role of individual attributes Situational judgment tests SJTs and multiple mini interviews MMIs for teacher selection Implementation of teacher selection programs Teacher recruitment and development Given its scope the book represents an essential reference guide for scholars educational leaders and policymakers and graduate students in educational leadership programs as well as professionals in child and school psychology educational psychology teaching and teacher education

Understanding Medical Education Tim Swanwick, 2011-08-02 For the first time in a single core textbook the Association for the Study of Medical Education presents a complete and authoritative guide to medical education Written by leading experts in the field Understanding Medical Education provides a comprehensive resource of the theoretical and academic bases to modern medical education practice This accessible and timely reference is designed to meet the needs of all those working in medical education from undergraduate education through postgraduate training to continuing professional development As well as providing practical guidance for clinicians teachers and researchers Understanding Medical Education will prove an invaluable resource to those studying at certificate diploma or masters level and a first port of call for anyone engaged in medical education as an academic discipline Exploring medical education in all its diversity and containing all you need in one place Understanding Medical Education is the ideal reference not only for medical educators but for anyone involved in the development of healthcare professionals in whatever discipline wherever they are in the world An on line edition of the complete book together with individual chapter downloads are available at [www](http://www.understandingmedicaleducation.com)

wileymedicaleducation.com Understanding Medical Education has been brought together and edited by Professor Tim Swanwick Director of Professional Development in the London Deanery Visiting Fellow at the Institute of Education and Visiting Professor of Medical Education at the University of Bedfordshire **Understanding the NHS** Andy Stein, 2022-07-28 The NHS is more than a good idea It is beautiful And it is you The importance of the NHS and the public's affection for it cannot be overstated as seen through the COVID 19 pandemic The author and his family of medics have lived and breathed the NHS from before 1948 its birth and its history to date But this book is for people who do not come from this medical background and do not have this life experience Thus there are three target audiences Firstly it can contribute to A level study of the NHS and career advice for 6th form students who are applying to university for a degree in healthcare Secondly it will educate health and social care professionals in training and in their early years So they can start with the knowledge that the author had when he went to university in 1979 Thirdly the book is for everyone else who want to know how it all fits together and in this way improve their healthcare and that of their family **Routledge International Handbook of Medical Education** Khalid Abdulrahman, Stewart Mennin, Ronald Harden, Catherine Kennedy, 2015-07-16 Twenty first century medical schools postgraduate bodies and other medical education organisations are responding to rapid advances in medicine healthcare delivery educational approaches and technology and globalisation Differences in geography culture history and resources demand diversity amongst educational systems This important volume is designed to help medical educators working in today's challenging circumstances by providing an overview of best practices and research in medical education Routledge International Handbook of Medical Education provides a practical guide to and theoretical support for the major education challenges facing teachers managers and policy makers around the world Highlighting how resources can be used to provide effective and sustainable responses to the key issues facing medical educators the handbook offers a truly international perspective of best practices with contributing editors and authors from around the globe Routledge International Handbook of Medical Education recognises the need to maintain established best practices when appropriate and to respond adaptively to cultural differences and local conditions facing medical education This topical book deals with the key challenges facing medical education by the different stakeholders including selection and admission of students to study medicine competences necessary for graduates to enable them to recognize and address emerging health issues and policies teaching and learning processes that are necessary to meet tomorrow's challenges approaches to assessment including the integration of assessment and learning design and management of complex curricula that provide educational strategies to meet regional and global problems A unique diverse and illustrative resource of best practices in medical education the handbook is stimulating reading for all educators of present and future health care professionals

The Unofficial Guide to Getting Into Medical School - E-Book Bogdan Chiva Giurca, 2024-02-06 This book is designed to help you become one of the few applicants to get into a highly competitive medicine degree based on the insights

of over 300 medical students across 32 UK medical schools Written in a clear and engaging style the The Unofficial Guide to Getting Into Medical School Second Edition offers unique content to help you stand out from the crowd with useful tips and information at every stage of the process It demystifies what you can expect from the degree talks you though writing the application covers what you need to know and appear to know for the interview and provides a full guide to exam preparation Updated to incorporate recent post COVID changes to the admission process and full of real life examples from those who have succeeded before you this will be a much cherished companion for every would be doctor Unique highly relevant and inspirational content all based on real life experiences Complete approach that focuses on every aspect of getting into medical school Written by doctors and medical students full of tips and tricks that work Improve your application covers what admission tutors are looking for when making their selection Blitz the interview strategies and techniques the top 120 most commonly encountered questions plus all the extra curricular background reading required Ace your entrance exams 20 hour preparation strategy Write a fantastic personal statement step by step support using previous successful examples Graduate medicine applications and dedicated section for international students Includes a section dedicated to international students Content updated to include post COVID changes to the process More real life examples How to select the best medical school to increase your chances New diagrams

Medical Education at a Glance Judy McKimm,Kirsty Forrest,Jill

Thistlethwaite,2017-02-14 Covering the core concepts activities and approaches involved in medical education Medical Education at a Glance provides a concise accessible introduction to this rapidly expanding area of study and practice This brand new title from the best selling at a Glance series covers the range of essential medical education topics which students trainees new lecturers and clinical teachers need to know Written by an experienced author team Medical Education at a Glance is structured under the major themes of the discipline including teaching skills learning theory and assessment making it an easy to digest guide to the practical skills and theory of medical education teaching and learning Medical Education at a Glance Presents core information in a highly visual way with key concepts and terminology explained Is a useful companion to the Association for the Study of Medical Education s ASME book Understanding Medical Education Covers a wide range of topics and themes Is a perfect guide for teaching and learning in both the classroom and clinical setting

Teaching Made Easy Kay Mohanna,David Wall,Elizabeth Cottrell,Ruth Chambers,2023-05-22 The fourth edition of this highly respected book builds on the excellent reputation of its predecessors Fully revised and updated throughout it continues to provide essential structure support guidance and tips for both beginning and experienced teachers and their managers both in the UK and internationally Pitched at an introductory level with an emphasis on practical tips and application of theory rather than focussing heavily on scholarly research its content is designed to be relevant and inclusive to all healthcare disciplines Key points are highlighted by the inclusion of tips from experienced teachers in each chapter while throughout chapters reflect contemporary concepts and key approaches including teaching styles curriculum

development e learning virtual learning environments leadership and professionalism Teaching Made Easy 4E will continue to benefit everyone teaching health professionals at all levels from general practitioners and hospital doctors nurses in primary and secondary care and professionals allied to medicine and health service managers and will also support the development of colleagues in new roles such as physician associates FCPs and newer nursing associates

Royal Society of Medicine Career Handbook: FY1 - ST2 Muhunthan Thillai,Kaji Sritharan,2011-04-29 Doctors often lack the skills needed to give them a competitive edge over their colleagues Despite being academically gifted they leave medical school after six years ill equipped to attain their own career goals Management skills that are often the most basic to those working for private companies are left out of their undergraduate training Some simple tips strategies and well researched advice will empower doctors to develop their own unique career pathway and help them achieve success in their professional life This book is for all newly qualified doctors It systematically and logically examines the entire hospital doctor and GP career process from start to finish dispelling common myths and advising doctors on how to break down their career into sections and tackle them one at a time Planning a career should be like sitting an exam Each chapter is devoted to one aspect of the career pathway from how to choose the right job for you through to FY1 FY2 and ST jobs and covering application forms exams the interview process audit and finally publications This book helps to answer specific questions such as Should I apply for jobs in multiple deaneries to increase my chances of success What do those questions on the application form really mean Exactly what type of questions will come up in my interview Which postgraduate exam should I choose how will I get through it and when should I sit it How can I excel in an audit and make a difference to my department How do I get published and which journals should I choose Brimming with sound practical advice hints tips with its readily accessible style and approach this text is an essential purchase for all doctors embarking on their career

Oxford Textbook of Medical Education Kieran Walsh,2016 Providing a comprehensive and evidence based reference guide for those who have a strong and scholarly interest in medical education the Oxford Textbook of Medical Education contains everything the medical educator needs to know in order to deliver the knowledge skills and behaviour that doctors need The book explicitly states what constitutes best practice and gives an account of the evidence base that corroborates this Describing the theoretical educational principles that lay the foundations of best practice in medical education the book gives readers a through grounding in all aspects of this discipline Contributors to this book come from a variety of different backgrounds disciplines and continents producing a book that is truly original and international

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein,Elaine D. Pulakos,Carla Semedo,Jonathan Passmore,2017-05-05 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention

Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies

Choosing General Practice Anne Hastie, Anne E. Stephenson, 2009-04-13 This book takes the reader through the various aspects of a career in general practice from the time of applying to medical school until retirement It will be a practical guide for anyone who is interested in the profession There have been a lot of changes to medical careers over the last few years that are now coming to completion making this a thoroughly up to date guide for all those thinking of going into general practice

Assessment in Medical Education and Training Neil Jackson, Alex Jamieson, Anwar Khan, 2023-07-14 This work contains a foreword by Dame Lesley Southgate President Royal Free and University College Medical School London Assessment is a key method of improving standards as well as establishing competency However despite major developments in the assessment of clinical competence in the last two decades there is still more bad practice and ignorance of significant issues in this area than any other aspect of medical higher education This book comprehensively covers all aspects of assessment It considers current and future policy and practice including the Modernising Medical Careers training programme it promotes a system incorporating more meaningful assessments rather than just tests of knowledge and skill Assessment in Medical Education and Training will be useful to everyone involved in healthcare education including tutors trainers clinical supervisors and assessors in both primary and secondary care It will also be important reading for consultants and general practitioners with responsibility for registrars and healthcare education policy makers and shapers Acquisition of knowledge and skills is not sufficient alone we need to be able to apply the knowledge skills and strategies learnt and in turn these can be the appropriate targets of assessment There is a movement away from traditional multiple choice tests to assessments that include a wide variety of methods and so provide for more meaningful assessments which can better capture significant outcomes in order to assure their future success Neil Jackson Alex Jamieson and Anwar Khan in the Introduction This thoughtful provocative and eclectic book is published at a time of enormous change in the content structure and quality assurance of postgraduate medical education in the United Kingdom The reader will be challenged and stimulated by the variety of views and emphases

Essential Dame Lesley Southgate in the Foreword

So You Qualified Abroad Mandy Fry, Richard Mumford, 2014-05-23 We recognise that the journey for you as an overseas medical graduate through GP training is likely to be more difficult than for a UK graduate and so the primary aim of this book is to help you navigate that journey We hope that through this book we will equip you to be a better UK general practitioner than you might otherwise be

An Inevitable *Cases and Concepts for the new MRCGP 2e* Prashini Naidoo, 2009-04-15 This new edition of Cases and Concepts for the new MRCGP now featuring over 200 test yourself questions is the ideal revision guide to use alongside the practical book Consultation Skills for the new MRCGP second

edition Featuring for CSA 42 typical exam cases with explanatory notes to help improve the assessment management and interpersonal skills required for effective consulting for CbD the models and concepts needed to demonstrate a thorough understanding of person centred care ethical issues and professional codes of conduct new for the 2nd edition over 200 questions with explanatory answers to test your theoretical knowledge This book is essential reading for all those preparing for the new MRCGP *GP Review* ,2005

Learning and Teaching in Clinical Contexts Clare Delany,Elizabeth Molloy,2018-07-13 Featuring the perspectives of more than 40 leading international researchers theorists and practitioners in clinical education Learning and Teaching in Clinical Contexts A Practical Guide provides a bridge between the theoretical aspects of clinical education and the delivery of practical teaching strategies Written by Clare Delany and Elizabeth Molloy each chapter weaves together education theory education strategies and illustrative learning and teaching case scenarios drawn from multidisciplinary clinical contexts The text supports clinicians and educators responsible for designing and delivering health professional education in clinical workplaces and clinicians undertaking continuing education in workplace teaching The book is divided into four sections each addressing a key aspect of the learner and educator experience Section 1 considers the learner s needs as they make key transitions from classroom to workplace or recent graduate to competent clinician Section 2 focuses on the influence of workplace contexts and how they can be used as positive catalysts to enhance learning Section 3 highlights the role of workplace assessments as embedded processes to positively influence learning Section 4 provides an overview of the changing roles of the clinical educator and processes and models of professional development to build educational expertise Demonstrates the integrated nature of three key threads within the field of clinical education theory method and context Highlights theoretical frameworks cognitive psychological sociocultural experiential and ethical traditions and how they inform teaching decisions Incorporates case studies throughout to provide a context to learning and teaching in clinical education Includes practical tips from expert practitioners across different topics Includes an eBook with print purchase on evolve

Industrial and Organizational Psychology Cary L. Cooper,1991 This major two volume work includes the leading articles in industrial and organizational psychology published during the last two decades Cary Cooper recognized as a leading authority in the field has in consultation with a number of other eminent psychologists selected the most important articles and papers representing the leading conceptual and empirical contributions They include topics concerned with individual group and organizational behavior and subjects which are increasingly very topical such as occupational stress job design and performance appraisal This two volume set will be an essential reference point for both academics and practitioners working in the field of industrial and organizational psychology

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into the soil ball finish it in sheet moss with more twine to secure it then spritz with water

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