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Video Screening Assessment

A Multiple Mini Interview Approach

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Interviews for dental school

Pre-interview

- Cognitive ability
- Aptitude test

- Examination results
- UKCAT

Interview

- Non-cognitive

- Communication skills
- Professionalism
- Ethical decision-making
- Self-awareness
- Empathy




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What are MMI?

- Series of short interviews
- Candidates move between stations
- Different questions at each station
- Different interviewers at each station
- Questions to assess non-cognitive skills




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Why MMI?

- **Objective** – assessor does not know how the score they give will contribute to the overall score
- **Standardised** – all candidates have the same experience
- **Relevant** - assessment of non-cognitive skills




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QUB MMI

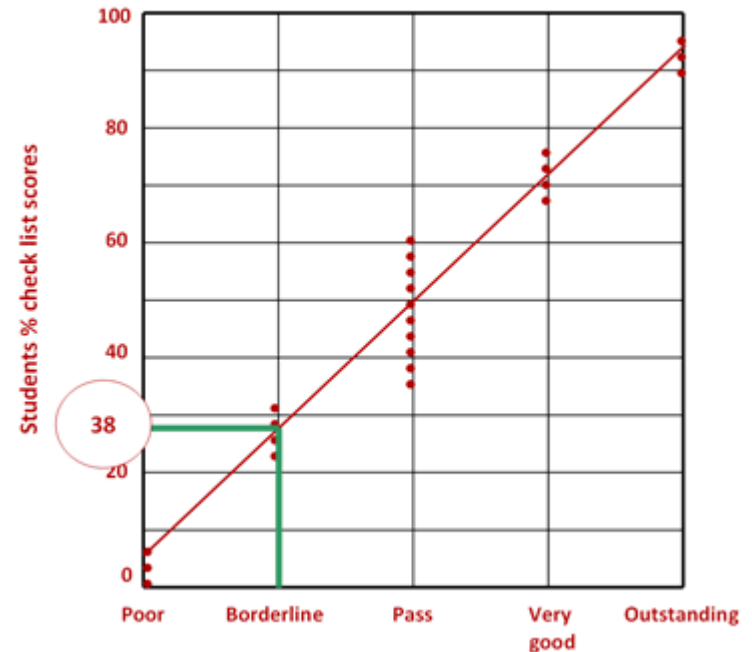
- 4 stations
- 2 interviewers per station
- Scenario-based questions
- 1 question per interviewer
- 4 minutes per question
- No prompting
- Question repeated on request
- Independent marking
- Global score




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Scoring MMI

- Each candidate receives:
 - 8 independent marks (checklist)
 - 8 independent global scores
- Overall score using borderline regression analysis



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Internationalisation: overseas applicants

Can we replicate the 'home' experience?

- Dental staff or applicants travel?
- Skype?
- Video?

Can we standardise the interviews?

What about confidentiality ?

- Of the questions
- Of candidates' responses

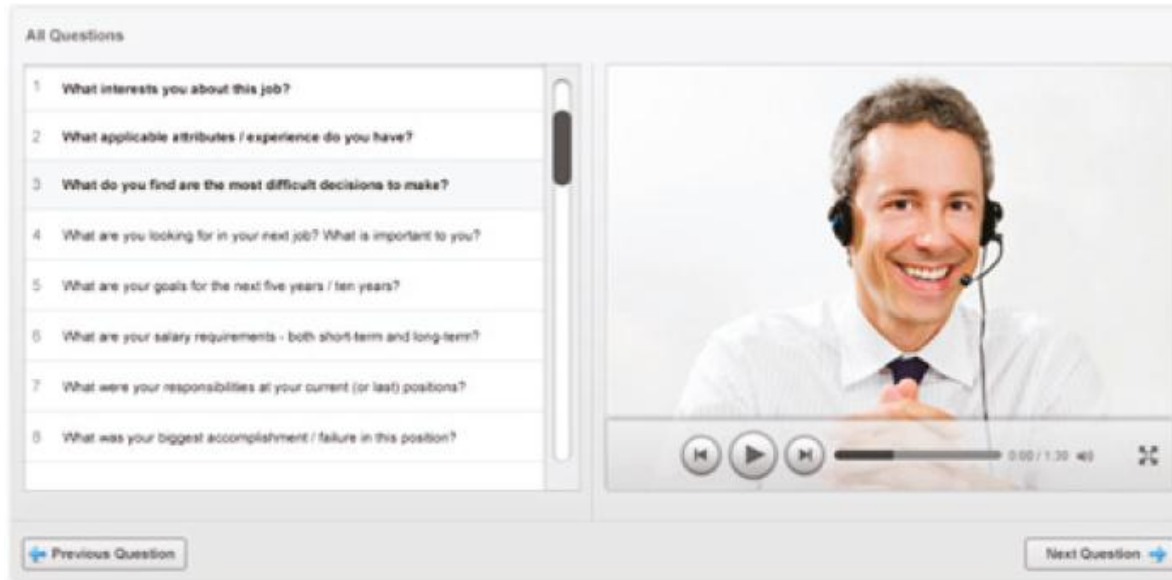
Can we keep it simple?


- For administrators, interviewers, applicants?



The Sonru answer: automated video interview

- *No travel
- *Completed via webcam
- *Administratively simple
- *Ease-of-use (interviewers and applicants)
- *Confidentiality maintained (of questions and recordings)
- *Standardised interviews and marking



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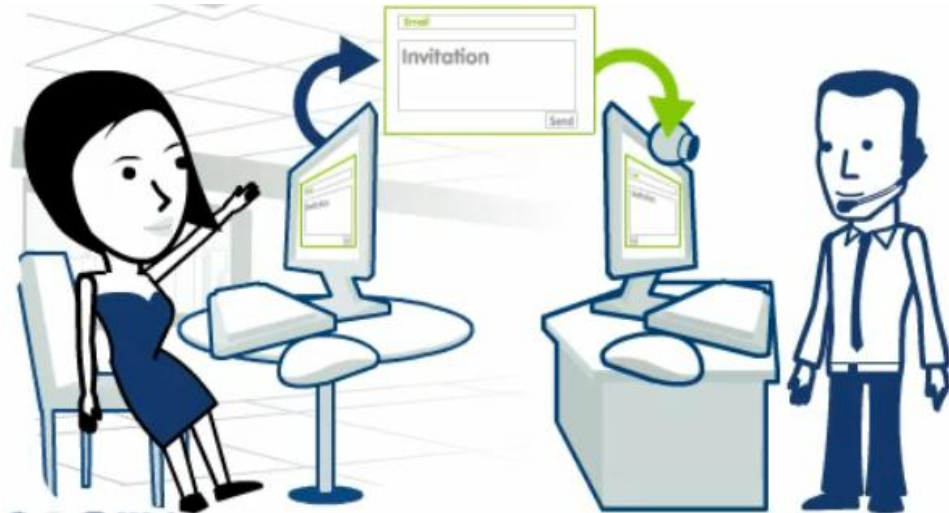
How does the Sonru system work?


Interviewer

- Enters questions
- Sets date for access

Applicant

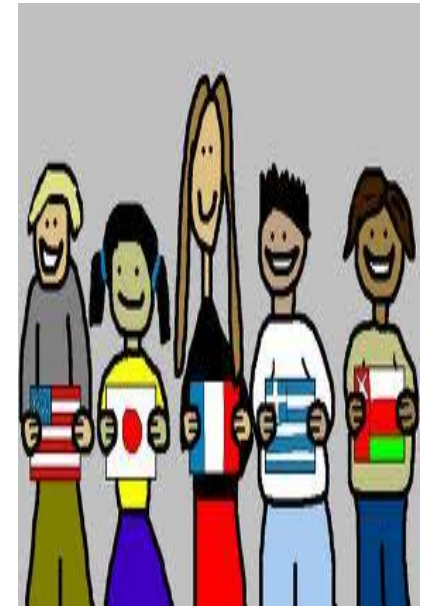
- Logs in
- Views practice tutorial
- Tests equipment
- Completes practice interview (any number)
- Records interview




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Sonru Interview Process: applicant experience

- Live interview process replicated via recording
- Questions cannot be seen in advance
- No breaks possible during the interview
- Answers cannot be changed once the process is started
- 2 minutes at the end for additional comments
- Interviews automatically saved to interviewers account




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Sonru Interview Process: Interviewer experience

Marking pairs arranged a convenient time to watch and grade the recording:

- Flexible timing
- Flexible environment




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Candidate Demonstration



Candidate Demonstration

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The Marking Scheme:


Adaptable domains

Domains specific to scenario

- Non-cognitive skills
- May include awareness of:
professional standards, own limitations, patient safety

Other domains include


- Communication
- Balance/unbiased
- Examples
- Application

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Check-list Score

- Optical mark reader score sheet
- Lickert-type scale - 1 to 5 for each domain
- Descriptor for each grade
- Independent check-list score for each question




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Global Score

Outstanding 5	Exceptional performance. An exceptional candidate; of a very high standard.
Very good 4	Admirable performance. Examiner more than satisfied that candidate has passed station.
Pass 3	Acceptable. Examiner satisfied that candidate has done enough to pass.
Borderline 2	Patchy performance. Examiner undecided whether to pass or a fail candidate.
Fail 1	Performance did not come up to a passing standard. Based on their performance, unsuitable to progress.

- Used to set the standard
- Independent score for each question
- Descriptors as for checklist

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Candidate Video

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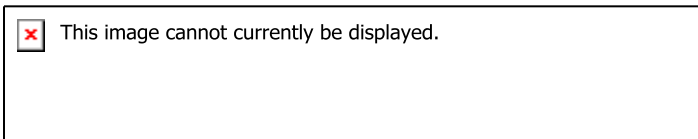
Example question and marking scheme:

One of your dental classmates, who is a close friend, is regularly failing to turn up to treat their patients. You are having to spend extra time treating their patients for them. What are the main issues here and what would you do?

Criteria specific to scenario (descriptors listed)	5	4	3	2	1
Criteria specific to scenario (descriptors listed)	5	4	3	2	1
Communication (descriptors listed)	5	4	3	2	1
Balance (descriptors listed)	5	4	3	2	1
Examples (descriptors listed)	5	4	3	2	1
Application (descriptors listed)	5	4	3	2	1

Global Score

5: Outstanding 4: Very Good; 3: Pass 2: Borderline 1: Fail	5	4	3	2	1
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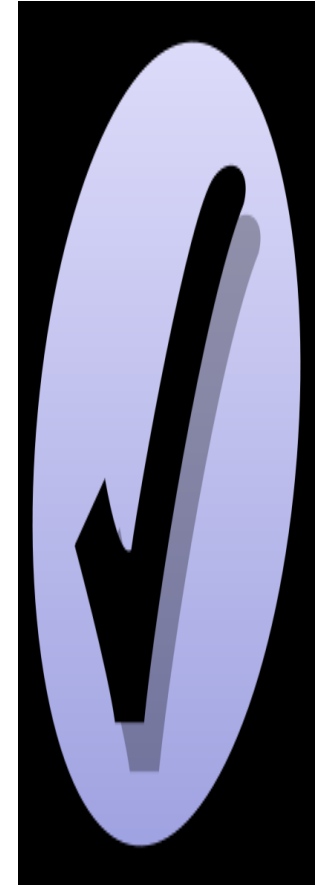



Does the Sonru system work?

Interviewer verdict

YES

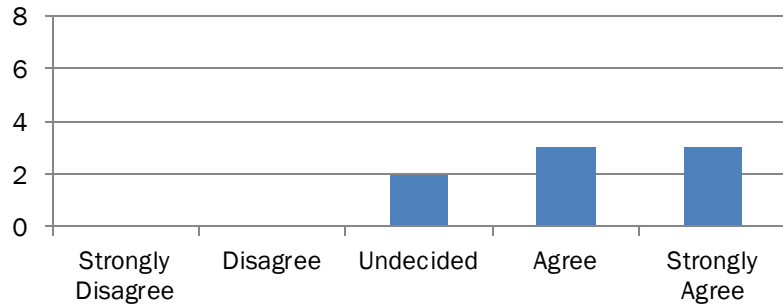
- Replicated face-to-face
- Flexible – time and environment
- Standardised
- Allowed focus



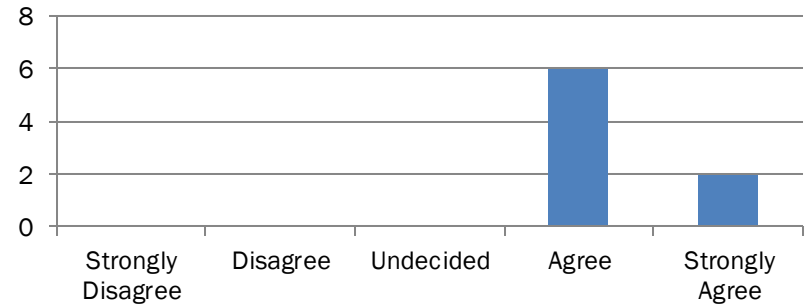
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Applicant verdict

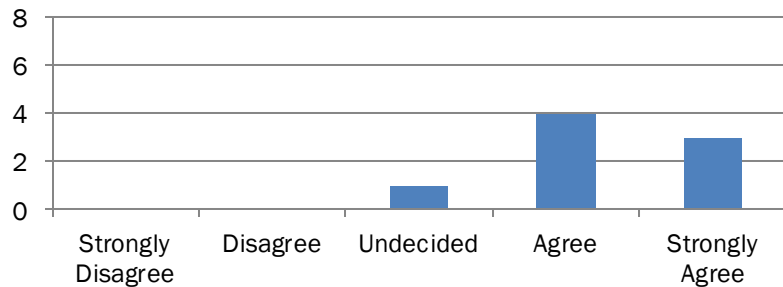
1. The interview process was efficiently structured and organised



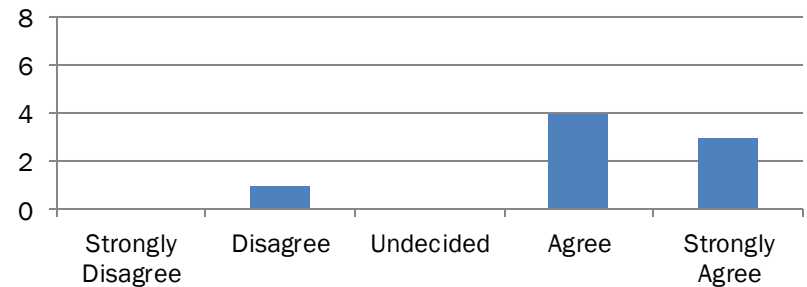
2. Recording the interview was straightforward and satisfactory




3. The interview questions were easy to understand



4. I had sufficient time to answer each question




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I think that the idea of simply helping us save costs instead of travelling to the UK is a brilliant idea.

The recording process was smooth. No abrupt disconnections.

The questions of the interviews were well structured in the sense that I am able to understand each question within the time limit. In addition, the system works well and I can see and hear myself very well.

I think the questions are very straight forward and easy to understand. I also believed that the instructions for the interview was clear and the interview went on smoothly because of this.

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Conclusion

- Objective
- Standardised
- Adaptable
- Applicant-friendly
- Interviewer-friendly
- Delivers



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