

Supplementary File 1. Interview Guide for Admission Interview Committee Members

Introduction

1. Please recall which interview stations you participated in during the last two admission interview rounds (June and December 2024).

Conducting and Assessing the MMI

2. Please describe your experience of assessing candidates using assessment criteria.
3. How did the limited time per station affect your confidence as an assessor? What aspects of the assessment process did you find challenging? What aspects did you find easier?
4. In your opinion, did the MMI format support objective and justified decision-making when assessing candidates? Why or why not?

Reflections on the Effectiveness of the MMI Format

5. In your opinion, does the MMI admission format allow for the identification of candidates' suitability for the profession? Please justify your answer.
6. In your opinion, did the MMI-based admission interviews increase candidates' motivation or desire to gain admission? Please explain.

Suggestions for Improvement and Recommendations

7. What changes would you suggest to improve the fairness and effectiveness of the MMI process (e.g. organisation, assessment criteria, interview structure)?
8. What advice would you give to future committee members who will be conducting MMI interviews? What is important to keep in mind when assessing candidates?