



## **School of Health and Social Care**

### **Interview and selection day criteria**

#### **Children's Nursing (BSc, BSc Extended, PgDip)**

The interview is an opportunity to explain face-to-face why you are the right student for the course. The format of the interview is a multiple mini interview. You will meet a number of lecturers, children's nurses and service users. Each person will ask you to consider a realistic scenario from everyday life or related to a situation that a health care professional may need to manage within their working life.

#### **The Multiple Mini Interview process (MMI)**

The MMI comprises of no more than five applicants moving around five individual stations to be interviewed by separate interviewers in a one-to-one interview. The starting point for each applicant is different but each interviewer will ask the same question of all five applicants in turn. Four minutes is allowed for each answer and one minute for moving between stations. The first interviewer will ask a starter question so your time with them will be eight minutes. After you have answered the last question you will be given a written question. You will be allowed 10 minutes to write an answer.

#### **The format of the interview**

- You are initially given a traditional interview question to enable you to demonstrate your commitment to the course.
- You will then be presented with a set of instructions that describe a situation, which you will then be asked to discuss or try and solve. You are not expected to demonstrate clinical knowledge.
- For example, you might have to break some bad news to the interviewer or give your opinion on a healthcare topic.
- Attributes being measured during the MMIs are:
  - Communication and interpersonal skills
  - Respect for difference and diversity
  - Honesty and integrity
  - Kindness, compassion and empathy
  - Intellectual curiosity and reflective nature
  - Advocacy – able to be assertive and stand up for the rights of others
  - Respect for privacy and dignity
  - Initiative, problem-solving, decision-making and team work



## **Assessment Criterion**

Applicants will be judged on their ability to: communicate effectively and use appropriate interpersonal skills

Successful applicants will:

- listen to questions and provide relevant answers, that demonstrate an intellectual curiosity and reflective nature
- adequately express problem-solving and the use of initiative
- speak clearly and articulately using appropriate language
- request clarification confidently
- display approachable friendly, empathetic behaviour: smiling, nodding, engaging, eye contact
- contain their emotions during the interview.
- reflect upon a difficult topic, recover and provide answers
- display appropriate interview etiquette and dress

Applicants need to hold values that are congruent with both the university

<http://www.lsbu.ac.uk/jobs/our-values> and the NHS constitution

<https://www.nhs.uk/NHSEngland/thenhs/about/Pages/nhscoreprinciples.aspx>

## **Interview checklist**

- ✓ Be clear, confident and convincing about your reasons for choosing this career.
- ✓ Be sensitive and compassionate.
- ✓ Reflect on your personal qualities, skills and what you have learnt through any placement's or work experience when presenting your answers.
- ✓ Stay calm and collected; take your time to consider your answers.

## **Documents to bring**

- Your identity will be checked against your passport or driving licence. You must bring one of these documents with you to your interview. If you forget we will not be able to interview you.