**Comprehensive Review: Example Multiple Mini Interview Questions and Rubric**

This example is only slightly revised from [published work](https://www.sciencedirect.com/science/article/pii/S8755722321001332?casa_token=4PmpPoOr5v0AAAAA:W9sxeXeb2A7Mb_hmZmvHJyFsTmrOZ8broCYkWk3bNovAXonVUBdSKKCZ5BPKISS852IZUODjIw).

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| **Interview Question** | **Experiences or Attributes** | **Rubric (1-3)** |
| Why do you want a graduate degree in this field? And what experiences led you to choose this area? | Experience in fieldPrevious degrees/certificationsCritical thinking | No evidence (1): Interviewee does not articulate an experience that fostered their interest and shaped their understanding of the field. Interviewee does not clearly state rationale for how their interests and experiences align with the field.Suggestive evidence (2): Interviewee generally describes an experience that fostered their interest and shaped their understanding of the field. Interviewee generally conveys excitement. Interviewee generally states rationale for how their interests and experiences align with the field.Compelling evidence (3): Interviewee explicitly references experiences that fostered their interest and shaped their understanding of the field. Interviewee genuinely conveys excitement about the field and states rationale for how their interests and experiences align with the field. |
| Tell us about a time when you disagreed with someone in an academic or professional setting. How did you come to a place of agreement or consensus? | ProfessionalismAdaptability | No evidence (1): Interviewee does not provide an example of conflict.Suggestive evidence (2): Interviewee provides a general example of conflict or cannot articulate a resolution or consensus.Compelling evidence (3): Interviewee provides a clear example of conflict and clearly articulates the resolution or consensus. |
| Share about a time when you had to accomplish something with a team. What role did you play on that team and what were your contributions? | TeamworkProfessionalismAdaptabilityLeadership | No evidence (1): Interviewee does not provide an example of teamwork, their role, or their contributions.Suggestive evidence (2): Interviewee provides a vague or unclear example of teamwork, their role, or their contributions.Compelling evidence (3): Interviewee provides an example describing attributes of teamwork, professionalism, adaptability, and/or leadership. |
| Many qualities can aid in being great in this field. Identify one of the following words that you feel best describes you, describe how it relates to the field, and give an example from your life: tenacious, leader, adaptable, confidence in ability (i.e. self-efficacy), detail-oriented, big-picture oriented, curious, creative, versatile, respectful, assertive, organized, ethical, resilient. | Critical thinkingProfessionalismAdaptabilityExperienceLeadership | No evidence (1): Interviewee does not articulate the quality that best describes them or how it relates to the field. Interviewee does not provide an example.Suggested evidence (2): Interviewee is able to identify a quality and generally articulate how it describes them and how it relates to the field. Interviewee generally describes an example.Compelling evidence (3): Interviewee is able to identify a quality and clearly articulate how it describes them and relates to the field. Interviewee explicitly describes an example. |