**MMI Video Feedback: Collaboration Station**

In the Centre for Career Action we have done extensive research on the interview process for graduate and professional schools and have compiled feedback notes for this scenario. Refer to the tips, models, website links, and book resources in CareerHub to prepare for your interview.

Question: **In the room, the Leader will sit with their back to the follower. The Follower will sit at the table to complete the figure as guided by the Leader.**

Both candidates were dressed appropriately and introduced themselves at the beginning of the exercise. Depending on the school, you may be told not to use your name, so you could just say “Hi, hope you are having a good day.” Try not to say anything that might appear negative, such as “This has been a very tiring day.”

This team communicated what they thought the task in the room was. The LEADER was clearly stressed about the time they had to complete the task, and was rushing the process, and therefore the team did not properly strategize. The LEADER was very focused on finishing the task rather than communicating and working as a team. The FOLLOWER did a great job in asking questions and making sure that the team was on track, but could have spoken up a bit more to stop the process and create a plan earlier. The role of the follower is to participate and speak-up – whether this is confirming or encouraging, or asking questions to help direct the task. Both roles are being evaluated, and so **both** candidates should have spent more time coming up with a plan. Remember that the most important part of this section of the interview is to strategize and work with your partner, and it does not matter whether you complete the task or even come close to completing the task.

Although not shown in the video, often in a Collaboration Station, you will be stopped part-way through and asked to provide feedback on yourself and the other candidate. It is important to be very constructive and respectful. You are being evaluated on how you give feedback, so make sure you are polite and not aggressive when considering the other candidate. When asked to provide feedback to each other, discuss any difficulties you faced only after you have given positive feedback to your partner. Remember to always focus on the issue and not the person, by focusing on what would have worked better. Instead of saying “You should have done …“, try “it would have been great if …” because HOW you deliver the feedback is important.

**It’s important to note that there is not one right answer to this question. Many aspects of an MMI interview are evaluated. We shared some things that we saw these candidates do that would be considered an excellent demonstration of the soft skills interviewers are looking for, as well as a few areas that could use improvement.**

**Watch the second attempt to see how the candidates should have handled this station.**