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Recommended citation(APA):

Asil, M., Bannatyne, A. J., Craig, B. M., Forrest, K. A. T., Stokes-Parish, J. B., & Szkwara, J. (2024). *Disentangling the Interplay of Emotional Intelligence, Personality Attributes, and MMIs in medical student selection*. 176-176. Abstract from International Test Commission Conference: Working together to improve cross-cultural assessment and research, Spain. <https://www.itc2024granada.com/book-of-abstracts>

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WEDNESDAY 3 JULY

Session 3.8

Topic: Quantitative, qualitative, and mixed validation methods

528. Disentangling the Interplay of Emotional Intelligence, Personality Attributes, and MMIs in medical student selection

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Introduction The selection of future medical professionals is a critical process that demands an assessment of not only academic ability but also essential non-cognitive traits. Emotional intelligence (EI), personality attributes and Multiple Mini Interviews (MMIs) have gained recognition as valuable indicators of a candidate's potential for success in medical practice. This study aims to explore the intricate relationship between emotional intelligence, personality attributes, and MMIs, all of which play pivotal roles in the selection of competent and empathetic healthcare professionals. Specifically, this study investigates whether: • There is evidence to support construct validity of MMIs, • Personality traits and EI predict candidates' MMI performance, • EI mediates the relationship between personality attributes and MMI performance. **Method** The individuals involved ($N \approx 800$) are prospective students at Bond University's medical program for 2024. Psychometric testing and MMIs will take place in February. Data will be analysed using Structural Equation Modelling (SEM) to examine the complex relationships between EI, personality factors and MMI. The current literature lacks such a comprehensive method of analysis. **Results** This research study anticipates finding positive significant associations between emotional intelligence, specific personality attributes, and successful MMI outcomes. The SEM analysis will enable the estimation of direct and indirect effects, allowing for an exploration of the mediating role of EI. **Discussion/Conclusion** Through a comprehensive assessment of non-cognitive attributes, medical institutions can make informed decisions to nurture a diverse and competent healthcare workforce. The outcomes of this study hold the potential to guide the development of holistic admissions strategies, ultimately enhancing the selection of future medical professionals who can meet the evolving demands of the healthcare industry.