

Insight:

Assessment Centres

What is an Assessment Centre?

Crucially an Assessment Centre is not a place but a process. It is used in a variety of contexts, most typically for supporting recruitment, change management programmes and team development. It works on the principle of multi-method assessment in order to provide detailed and varied information about candidates. Research has shown it to be an accurate and cost effective way of selecting people.

What does it look like?

A reliable assessment process is based on a criteria/assessment grid and allows multiple assessments of each criteria. It incorporates group and individual exercises, tests, interviews and other activities that measure performance against the key criteria identified as critical to the success of a particular position or level of management.

Assessment Centres differ from other techniques in several important respects:

- a number of individuals can be evaluated at the same time
- the overall assessment of each candidate is based on data collected from a variety of behavioural tasks and evaluated by several trained assessors

Assessment centres can vary significantly in length, content and format depending on the objectives for the centre, the criteria to be assessed and the type and number of candidates participating. They can last for as little as half a day or as long as two days.

The benefits of using Assessment Centres

Many major business, government and non-profit organisations use the Assessment Centre method. They have found it can . . .

- improve the accuracy of selection decisions
- improve the effectiveness and credibility of internal selection and promotion procedures
- ensure training and development resources can be invested more cost effectively
- save time and money by combining selection, assessment and the identification of training needs in the same procedure
- provide self and organisational insights into strengths and problem areas
- offer valuable training for those managers used as assessors, particularly in the areas of performance appraisal, coaching and interviewing skills



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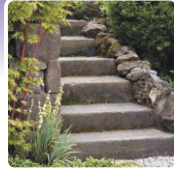
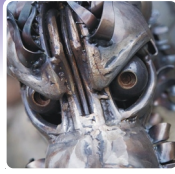
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