



## Programme overview

'Assessing for Success' is a suite of assessment solutions designed to ensure successful recruitment and personal development takes place. We work with you to design the assessment solution that is right for your needs.

Assessment options include, skills and competency based interviews, role play exercises, written analysis exercises, group exercises, presentations and on site people interaction (assessing candidates interacting with colleagues in the workplace). The programme has an additional dimension in that it can include assessor training for managers wishing to become internal assessors.

### Why should you choose us to deliver your solution?

*"We have worked with small to large organisations in the private and public sector to deliver tailored assessment solutions, and are consistently invited back to repeat this success. What we do delivers successful results"*

### Benefits of applying assessment centre solutions:

- ◇ encourages better quality candidates
- ◇ solutions and outputs are measurably cost-effective in the long run
- ◇ quicker and more confident selection decisions can be made
- ◇ candidates are assessed by a group of experienced assessors against job-related skills and competencies
- ◇ suitability for the role is measured over a whole day and not just the result of an interview
- ◇ enhanced team selection awareness and team fit
- ◇ managers involved in delivering the process gain new skills.

### Programme Activities:

Activities are designed to deliver the most appropriate assessment solution for clients, options are variable depending on need and can include:

- ◇ fact finding meetings to identify assessment requirements and timescales
- ◇ defining the scale of the assessment solution
- ◇ identifying internal support for the assessment solution (if applicable)
- ◇ advising on advert and application format
- ◇ compiling sift (shortlist) guidelines and conducting sift (short listing)

- ◇ exercise design and delivery
- ◇ production of assessment solution materials
- ◇ centre managing of assessment event
- ◇ production of feedback reports to candidates.

### Follow up Activities include:

- ◇ 121 candidate feedback
- ◇ reports outlining key skills gaps within the organisation
- ◇ performance and development coaching
- ◇ organisational mentoring.

### Assessment centre case study, group exercise

Candidates were divided into groups and issued a project to discuss how to improve performance in the workplace. The candidates were advised to involve everyone in the discussion to see how well they worked as part of a team.

The activity was designed to assess the candidates soft skills e.g. how well they communicated their ideas, their interaction with each other and how developed their listening skills were. The candidates who stood out weren't necessarily the ones who were the most outgoing or the loudest, but those who initiated conversations, suggested ideas and listened to others. They pointed out potential problems and drew together information by effectively summarising discussions and reviewing conclusions. Assessors observed and guided candidates throughout the process.

After discussing the project in their groups the candidates decided on their delivery options, some groups chose a representative to speak on their behalf while others utilised every team member. Those who stood out spoke clearly and calmly, presenting their points and then explaining the reasoning their group had used. This exercise was an effective way of looking at how candidates would interact in teams, giving a good indicator of the likelihood of transferring this interaction into the workplace.

**We have successfully delivered programmes placing Graduates, managers, operational and administrative personal in new job roles or established their development needs, let us now help you to deliver greater success.**