



**AN EXTRAORDINARY COACHING**

**AND PEOPLE DEVELOPMENT EXPERIENCE.**



Assessment Centre Information Sheet 2016

## **Assessment Centre Information Sheet**

According to the Chartered Institute of Personnel and Development (CIPD) on average less than a third of companies use assessment centres as a recruitment selection method. Given that Assessment centres increase the chance of a successful hire to 68%, from a lowly 15% of using interviews alone, more organisations are now considering this method.

This information sheet has been designed to help you decide if the Assessment Centre is the right selection tool for your Company.

### **Business benefits:**

- As a broader range of selection methods are used in an assessment centre they are far more accurate.
- They give the opportunity to assess and differentiate between candidates who appear similar on paper.
- They give the candidates a better insight into the role and the organisation.
- They are a fair process, complementing the organisation's diversity agenda and ensuring that people are selected on the basis of merit and capability alone.

### **The assessment centre should be designed to:**

- Test the actual skills required in order to perform the job.
- Be a fair selection process, giving candidates ample opportunity to shine.
- Illustrate the reality of the job and the organisation.
- Reflect the ethos and brand of the organisation.
- Ensure all exercises and tasks set are relevant to the job description and person specification.
- Include the appropriate exercises; as the type, length and amount are crucial.
- Involve people that have been trained in observation and assessment techniques for selection.

### **Considerations for a successful assessment centre:**

- Limit the number of competencies to be measured.
- Use a variety of activities to allow candidates to shine, i.e. psychometric tests predict performance.
- Train the assessors to recognise the competencies and to seek evidence objectively.
- Give feedback to all the candidates taking part, not just the successful ones.

### **How can The Results Centre help? We can provide:**

- Tried and tested business simulation exercises that highlight the competencies required for an individual to be successful in the role.
- Exercises that illustrate the skills and behaviours required for the role.
- A bespoke event. With all business simulations designed to be specifically aligned to your business, culture and role.
- Experts to set up and run the whole event.
- An auditing service to review your existing assessment centre processes.
- Training for you to run your own centres.
- Behavioural and competency interviewing service.
- Innovative business simulations including; role-plays, case studies, group exercises, etc.
- Post assessment centres review and feedback.

***Call our Team today on 01858 414 240 to arrange your FREE consultation  
And start making smarter recruitment decisions going forward***

# THE RESULTS CENTRE



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