

Improve Your Recruitment Process with Assessment Centre Exercises

Recruitment no longer needs to rely solely on the subjective process of interview alone to determine who would be right for your team and business. Now there are many other steps which can be introduced to support your hunches and address concerns raised in the face-to-face interview situation.

Assessment centre exercises are one of the processes that can provide you with an opportunity to effectively assess a potential employee's performance. During the exercise they undertake an activity which requires the candidate to utilise competencies that they would be expected to perform on the job.

Other advantages of assessment centre exercises are that they can be used effectively with one candidate or with large candidate pools. In addition, not only do they give you key information about a candidate's suitability to a current role, they can also give great insight into the potential of a candidate once in your business.

The Benefits of Assessment Centre Exercises

- Assessment centres can predict accurately how well a person is likely to perform in a new role
- Each assessment centre exercise is standardised which means all candidates have the same opportunity to show their ability on the same basis
- When working with large groups during the recruitment process, we use multiple assessors in the assessment centres which ensures greater objectivity than interviews which are normally carried out by just one or two interviewers
- Assessment centre exercises allow all candidates to demonstrate a range of abilities in realistic and relevant simulation exercises, giving employers a more rounded view of each individual
- All candidates are given an equal opportunity to succeed irrespective of ethnicity, gender, age or disability
- One of the major benefits of assessment centre exercises is the ability to reduce the risk and costs of making poor hiring decisions
- They can help differentiate seemingly similar candidates

What Do Pod Consulting Offer?

- An extensive range of exercises suitable for all candidates and roles from graduates, administrators to senior executives, testing competencies and skills specific to the role that you are recruiting with an exercise relevant to your industry
- We use tools created by both PreVisor and A&DC which are proven to be effective, relevant and reliable
- As well as using the tools for selection we can also integrate assessment centre exercises into programmes to retain and develop employees within your business

Following is an example of an exercise which may be presented to a management candidate – the actual competencies, industry sector, experience (group, alone, one-on-one) have already been determined in this example. These would change depending on your specific requirements

Internal Interview Simulations
Delta Assurance

A level A
Non-Management

⌚ Timing
75 mins

Code:
IS-1-DA

G
M
Sa
P

Description

As a Team Leader in a call centre the Participant is asked to interview a member of staff regarding a dramatic fall in their recent performance. During the Exercise the Participant has to find out exactly why the team member is not meeting their targets and decide how the problem should be resolved. This Exercise requires the Participant to use their interpersonal and management skills and to establish an appropriate course of action.

Criteria

- Flexibility**
- Tenacity**
- Planning & Organising**
- Management Control**
- Leadership**
- People Development**
- Judgement**
- Persuasive Oral Communication**
- Interpersonal Sensitivity**
- Initiative**
- Customer Service**

SUMMARY OF AVAILABLE EXERCISES BASED ON YOUR PARAMETERS

1
EXERCISES FOUND

REFINE CURRENT SEARCH

PERFORM NEW SEARCH

EMAIL RESULTS

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To see examples of exercises relevant to a role within your business, please call us to discuss, we would be happy to help you and show you suitable options or create another exercise specific to your requirements.

