

About WorldGAMES Assessment Centres

for better recruitment, promotion, training and teamwork

The Assessment Centre Intention:

To elicit, observe and assess behaviour in action and compare with other data such as self-assessed personal profiles and questionnaire feedback to form a three dimensional picture of the candidate and their aptitude for the required role.

Why hold an Assessment Centre?

The success rate in selecting a suitable job candidate from a well structured interview is often rated at less than 30% meaning there are more than twice as many expensive failures than successes. This is because both skills and behaviour, the two most important aspects in determining job success, are demonstrated in actions not words. A well structured Assessment Centre, combined with an effective interview process, is stated as bringing the success rate up to at least 70%.

By comparing current skills and behaviour in action with predetermined required competency levels, Assessment Centres are also ideal for identifying suitable candidates for promotion, strengths and weaknesses in teams and pinpointing training needs. They can be used for HR assessment or simply to provide independent feedback to participants in a safe environment.

What is an Assessment Centre?

An Assessment Centre is a powerful combination of games, simulations, exercises and psychometric evaluations that are carefully designed to measure observable behaviour, skills and results against a predetermined set of competencies. The best Assessment Centres use combinations of team, individual, active, oral and written activities and client generated, job-specific competencies which are witnessed by one-on-one Observers trained to be objective.

How do Assessment Centres work?

The basic principle behind Assessment Centres is that current and past behaviour is the best predictor of future behaviour. By observing only a few specific competencies at a time over a number of different activities, patterns of skills and behaviours emerge that have a better than 95% correlation between these observations and workplace behaviour.

What are some of the Assessment Centre uses?

- Recruiting new people, especially selection from large groups
- Graduate recruitment
- Identifying candidates for internal promotion
- Objective and independent 360° evaluations
- Maximising team effectiveness and pre-empting potential conflict
- Identifying skills deficiencies and future training needs

Some of the Assessment Centre Tools:

Assessment Centres use a full range of measurable data to form a three dimensional picture of the candidate, their normal behaviour, skills and aptitude for the required task. Depending on the specific needs, data will be observed, collected and selected from:

- Job application forms - open questions
- Structured interviews - open questions
- Numeric reasoning skills tests
- Verbal reasoning skills tests
- Self-assessment psychometric tests, normally a combination of personality based (OPQ, DISC, MBTI etc), learning styles and information processing preferences
- Team role questionnaires (Belbin)
- Work based assessment questionnaires (360 °, 180 °, peer group, self)
- Pen & paper exercises (tailored fact-finding, completed as individual)
- Games & role plays (competency measured - see list)
- Presentation exercises
- Candidate comparisons using a standardised scoring chart

Requirements for effective Assessment Centres:

- Clear competencies to measure against, preferably prioritised
- A minimum of 6 participants
- One experienced Observer for every two participants
- At least three different kinds of tools from the list above, plus the scoring chart
- At least three different assessable events or activities for each competency
- Games an/or exercises for active observation of interactions and other behaviour
- An absolute minimum of half a day for games & role plays