

Partners in Business Program

Management Assessment Centre Processes

A Brief Description

Participants in the Management Assessment Centre are assessed using a wide range of tests and activities designed to demonstrate their behaviour in different management contexts. The process simulates the differing situations experienced by managers and the flexibility of approach that is needed to be able to handle each one well.

All competencies are measured by observation of 5 different types of assessable activities. Skilled observers look at 2 candidates for each action activity and, by rotation, see all participants.

In order to assist participants' understanding of themselves and the way they relate to others, four different psychometric tests are typically conducted in conjunction with the MAC.

The processes used are:

Four psychometric tests:

- DiSC Personality Profile or Myers Briggs Type Indicator - to demonstrate their personality preferences
- Learning Style Questionnaire - to demonstrate the way in which they learn best and the learning styles they will need to cultivate
- Belbin Team Type Roles - to demonstrate their team role preferences
- CheckStart - to demonstrate likely work-specific strengths and weaknesses

Two written tests:

- Report Writing Exercise - to demonstrate their ability to write an innovative, analytical and persuasive management report
- Fact Finding Exercise - to show their ability to make sense of data and take effective action as a result of their analysis

Six action based activities:

- One "desk style" team problem solving scenario - to demonstrate their ability to lead and delegate while handling a complex issue
- Four active problem solving exercises - to demonstrate their ability to improve results under time pressure, use resources efficiently, innovate, be creative and lead
- One values based activity - designed to draw out their ability to reach consensus on a team with value differences

Two presentation style exercises:

- Role plays - designed to demonstrate their ability to gain rapport, while retaining commercial imperatives, in two very different situations
- Presentation exercise - to demonstrate their ability to present a cogent argument to a large group

Three other assessments:

- A detailed Application form with a series of open questions covering all competencies
- Questionnaires completed by managers and participants covering all competencies