

Attending Assessment Centres

What is an Assessment Centre?

An assessment centre is a process of establishing how well a candidate's ability matches the requirement of a position. This is done by identifying a number of key abilities required for the role. Activities or exercises are then designed to test the abilities. As you undertake each exercise, your performance will be monitored by a number of trained assessors and observers who will make note of indicators relating to your performance.

During the programme, each competency will be assessed on a number of occasions and the assessors will take all results into consideration. The assessment process will consist of a range of activities and will typically involve up to 8 applicants being assessed simultaneously with a range of individual and group activities.

Why use an Assessment Centre?

Assessment Centres have been proven to be much more objective in their ability to identify the most appropriate candidates. An assessment centre is designed to give you the best possible chance of demonstrating your ability relevant to the requirements of the job.

How long will it take?

Usually one or two days – often including dinner and an overnight stay.

Content can include:

- Stories
- Role Plays

How can I prepare myself?

- If you feel there is any reason why you do not have an equal chance of success as any other candidate, inform the Assessment Administrator prior to attending the assessment centre.
- Make sure you arrive in plenty of time.
- Make sure you are fully rested prior to attending the assessment. It can be a very tiring process.
- Prepare by undertaking practice tests in numerical reasoning by visiting; www.shldirect.com