

ASSESSMENT CENTRE

The most reliable way to predict a candidate's future success would be a genuine probation period in the new role. In reality, there is no time for that. Assessment centres are the next best alternative.

In preparation, providers define success-critical situations for the role in question and design corresponding tasks. Participants work on these under observation by assessors – often line managers from the commissioning organisation – and are evaluated systematically. Studies show that assessment centres have a high level of validity in predicting professional success.

The downside: they are time-consuming and expensive – and are therefore used almost exclusively for senior roles. At other levels, suitable specialists and managers must be identified in different ways. One effective alternative is the use of concrete examples from day-to-day professional life: well-told stories bring demonstrated performance to life in the minds of the listeners. Provided, of course, that interviewers have the necessary interviewing skills – and this is often where things fall short.

More professionalisation in recruitment therefore remains an urgent priority.

Articles on assessment centres (all articles)

- Successful career design through self-observation
- Why I do not use personality tests