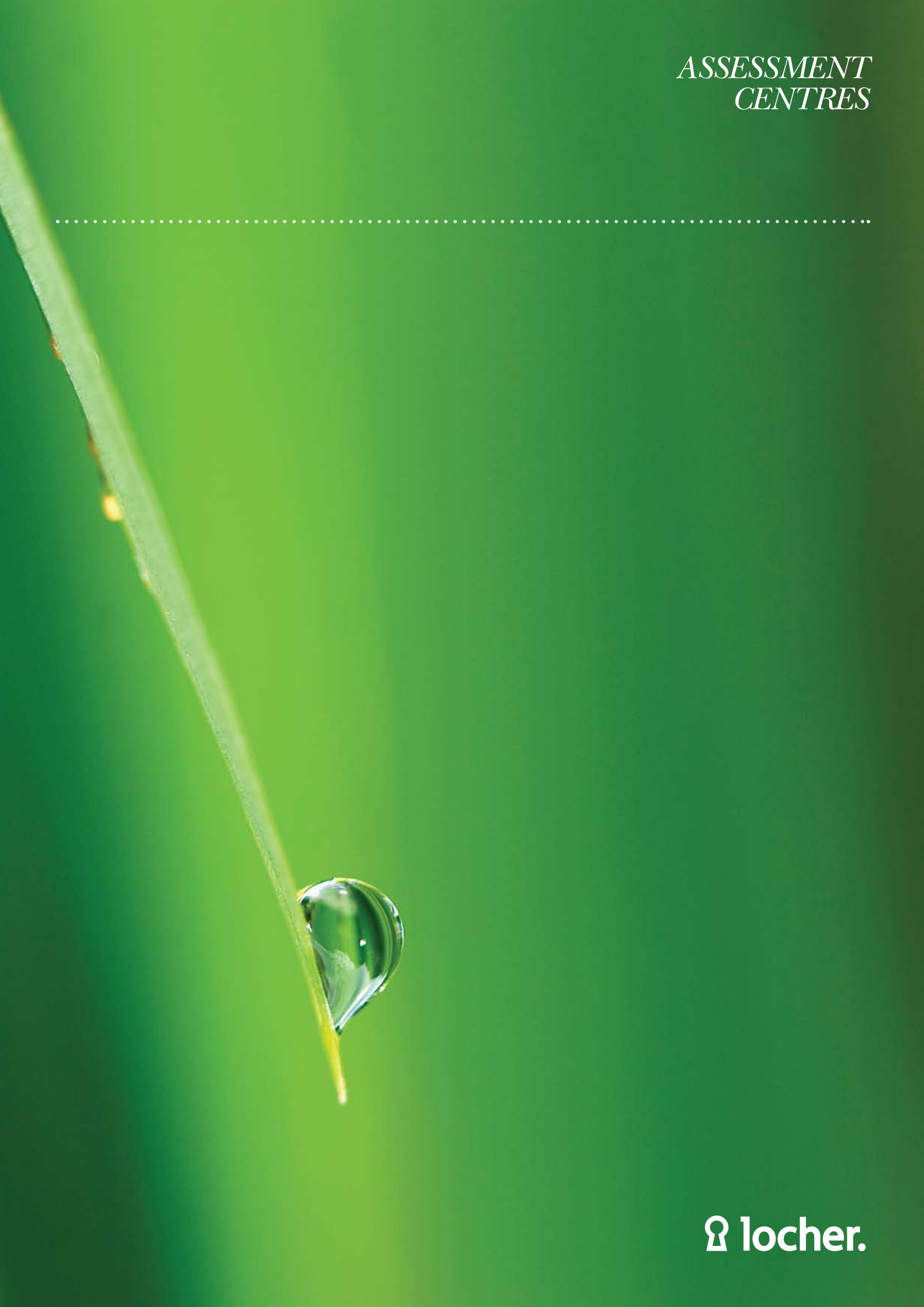


*ASSESSMENT
CENTRES*



ASSESSMENT CENTRES

“Assessment Centres are one of the most predictive selection tools available and best practice employers use this recruitment method to attract great candidates to their business.”

What is an Assessment Centre?

An Assessment Centre is a process designed to evaluate a person's motivation and capacity to perform in a current or future role. A legally and industrially defensible process, the assessment centre provides you with an objective, fair and consistent approach to recruitment.

Assessment Centres have been shown to be one of the most predictive selection methods available.

An interactive measurement of attitude, performance, competency and talent, the assessment centre is ideal for:

- * Recruiting a large number of people in a timely and cost efficient manner
- * Graduate recruitment
- * Objective, fair and consistent internal recruitment
- * Broadening a limited candidate market
- * Measuring candidate “soft” skills
- * Executive recruitment of leadership competence

How do they work?

Assessment Centres are tailored to your organisation and each individual job role. To achieve this, Locher's team of Organisational Psychologists, experienced in assessment centre design, first identify competencies sought for the position, then design a range of tools and exercises to enable candidates to demonstrate those competencies.

Qualified, experienced behavioural assessors objectively assess participants while they rotate through a range of exercises, which may include:

- * Behavioural interviews
- * Written exercises
- * Presentations
- * Group exercises
- * Scenarios
- * Role plays
- * Aptitude and Personality profiling

Why an Assessment Centre?

Assessment Centres:

- * Provide the most accurate prediction of candidate suitability for a role, compared with other recruitment techniques
- * Capture the activities and dynamics of a role
- * Align competencies sought with business strategy, job requirements and corporate culture
- * Are designed and implemented according to EEO Legislation
- * Are designed with respect for cultural diversity
- * Ensure objectivity through qualified assessors
- * Achieve reliability and integrity in selection
- * Make recommendations for further action