

Preparing Candidates for AC's

“A day in the life of...” vs. “A realistic representation of...”

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The question

Panel discussion focus

- *Participant preparation during the assessment centre vs. participant preparation done ahead of time?*
 - Views and opinions will be considered from an independent AC specialist, an AC provider and a line manager (end user of assessment centre outputs)
 - Consideration will be given to:
 - the pros and cons of both approaches
 - balancing assessment centre best practices with the expectations and experiences of participants
 - the practical context of the current world of work
 - the preferred approach and the impact when designing the AC
 - how/can one still simulate a high stress environment if candidates can prepare
 - what other indirect competencies can be assessed through providing a candidate with the material beforehand, e.g. utilisation of resources?

Points to ponder

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- Content of AC's must be reliable and valid
- In a real work situation participants would have the opportunity to make phone calls/send emails to gain additional information
- Having the opportunity to prepare powerpoint slides for a presentation
- The role the person is being assessed for
- The confidentiality of the assessment material

Introducing the panel members

Panel members

- Dr Danie Oosthuizen – Consulting Director for CEB South Africa
- Dr Wilma Botha – Psychologist for SSA
- Elize van Schalkwyk - Snr Manager: HR – Audit for SARS



Thank you

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