



# **Module 1: Introduction to Behaviour Observation During an Assessment Centre (Observer 101)**

The AC Academy's aim is to establish competence with AC practitioners in designing, delivering, and researching Assessment Centres (ACs) designed according to best practice and ethical guidelines to the benefit of all stakeholders.

## **Mission of the AC Academy**

Establishing and transferring competence to AC practitioners to design, implement, and research ACs according to best practice and ethical guidelines that support Talent Management objectives in organisations. This is done through presenting various training interventions.

## **Vision of the AC Academy**

To have world-class AC competence of South African, African and international AC practitioners to ensure the ethical, scientific and needs-driven delivery of ACs in organisations.

## **Module 1: Introduction to Behaviour Observation during an Assessment Centre**

### **Purpose of Module 1**

Part of the reliability and validity of an Assessment Centre depends on using competent observers – people who have proven their competence in Observing behaviour, Noting behaviour, Classifying behaviour and Evaluating behaviour (ONCE). However, these are skills that need to be learned and continuously practiced to ensure competence.

**The purpose of Observer 101 is to introduce the potential observer to ONCE and to lay the foundation for eventually becoming a competent observer.**

### **Course Outcomes**

We follow a behavioural approach to assessing behaviour displayed during simulations by centre participants. Observer 101 will therefore focus on training potential observers on ONCE. At the end of the course, the delegates will have an understanding how to:

- Accurately identify behaviour
- Correctly Observing behaviour during an interactive simulation
- Accurately Noting behaviour during an interactive simulation
- Objectively Classifying behaviour according to focal constructs; and
- Fairly Evaluating behaviour according to norms.
- Being knowledgeable about ethics when Observing, Noting, Classifying and Evaluating behaviour

### **Target Groups**

- IO Psychologists
- Psychometrists
- People working in Human Resources or Training and Development
- Anyone with a solid background in Human Behaviour

**Continuous Professional Development** – Up to 14 CEUs can be earned by attending

**Duration** – Two days

**Want to Know More?**

Please contact Judith Williamson on +27 83 304 6068 or  
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