

# Assessment Center and Development Center

An Assessment Center (AC) is a tool applied in external or internal hiring processes which assesses the aptitude for fulfilling the specific position and overall skills.

Although an AC normally takes one to three days, there is also a shorter version that lasts half a day.

The number of participants is in the range of 5 to 12; their performance and behavior is observed and evaluated by qualified raters.

In an AC, individual and team tasks have to be solved, compiled based on the competencies to be assessed by the former. Some tasks mimic fictitious situations simulating certain aspects of the work environment for the position to be executed. Ideally, actual company problems are also included in the tasks.

Typical tasks in an AC:

- Tests (verbal and numerical skills, IQ, personality)
- role-play (e.g. various executive positions are assumed by candidates in an executive meeting, and they are required to articulate their points)
- presentation task
- case study
- processing and prioritizing documents
- discussing a specific issue in a team.



A *Development Center (DC)* is a tool that is very similar to an AC. It differs from the latter in that it is not applied in a selection process but rather in career planning, assessing managerial skills and identifying areas for improvement. The assessments created using ACs and DCs do not only inform employers but are also useful for candidates in that they serve as self-awareness exercises. The results can be used effectively in coaching as well. It is expedient to review the results of AC's and DC's with the client in the Situation and in the Positioning stages of the SPARKLE framework.

