

*Multiple assessments,
Multiple assessors,
Multiple techniques.*

Assessment Centres

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Both experience and studies show that the process of satisfactorily assessing job candidates can be greatly enhanced by combining a variety of assessment tools.

As a result, many organisations do not rely on one single selection method but combine a range of tools to provide them with the desired information about their candidates.

Examples of the various assessment tools used include:

- > Psychometric tests
- > Work style profiles
- > Role plays
- > Team discussions
- > Presentations
- > Written case studies

The combination of tools into one process is known as an Assessment Centre.

Providing candidates with assessment benefits

Assessment Centres provide candidates with a unique opportunity to display their skills across a range of activities in comparison to the more traditional interview process with a selection panel.

Benefits to your selection process

Industry research has identified a significant benefit to organisations that utilise assessment centres for their selection process when compared to individual assessment processes.

Assessment centres have been shown to increase the probability of choosing the right person by 150% in comparison to standard interviews.

Beyond potential applications regarding recruitment, assessment centres can also be used as part of your Business Development process.

Give yourself the edge you need

In the current skills shortage, ensuring your selection of new recruits is correct is more important than ever.

To meet this key need, assessment centres give you the confidence and increased probability of correct selections due to:

- > multiple assessments
- > multiple assessors
- > multiple techniques

ValueEdge's qualified and experienced organisational psychologists have extensive experience in designing and delivering tailored assessment centres to suit all needs.

We have a wealth of tools to choose from as well as the capability to design new exercises to match the role and your organisation's culture.

If you would like to take a multi-faceted approach to assessing your candidate pool in this timely and cost efficient manner, please contact one of our ValueEdge consultants.

A proven track record

ValueEdge has a proven track record in providing cost effective assessment centres for both recruitment and development purposes.

ValueEdge and the clients that have utilised these Centres consider them valuable in the development of appropriate individuals within the organisation and in minimising staff turnover.

ValueEdge's Assessment Centre clients include:

- > Vicroads
- > Masterfoods
- > CFA
- > SPI Powernet



Contact ValueEdge to
discuss your assessment
needs

To discuss ValueEdge Assessment Services, please contact one of our consultants at value@valuedge.com.au or phone **+61 3 9690 4550** or **+61 2 8448 2024**. Visit us at www.valuedge.com.au