



Implementing and Evaluating an Assessment Centre (Implementing and Validation 101)

Purpose

Delivering reliable and valid Assessment Centres are a combination of various factors – analyses of the situation and need; designing simulations that elicit the behaviour linked to the focal constructs, designing a centre with simulations in an effective sequence; designing rating scales and centre documentation that enable effective ratings and documentation. However, the consistent and effective application of the centre with competent process owners, are also significant factors that influence valid and reliable centres. The purpose of this module is to position aspects that need to be adhered to during and after a centre to enable reliable and valid centres. In addition, aspects to consider when evaluating the effectiveness of the centre, as well as approaches to determining the reliability and validity of a centre are clarified.

Course Outcomes

- Being able to design effective observer training programmes
- Being able to ensure competent Assessment Centre staff
- Being able to identify appropriate criteria to select observers and other role players
- Being able to effectively administer an Assessment Centre to also enable operational reliability
- Being able to facilitate the data integration session
- Ensuring that effective reporting and feedback take place
- Knowing what processes to have in place to ensure effective future Assessment Centres – e.g. data capturing; data storage; cost reconciliation; stakeholder feedback and Assessment Centre maintenance
- Being knowledgeable about conducting effective content analysis and other research practices to determine validity and reliability of Assessment Centres
- Being knowledgeable about the ethics of implementing and validating an Assessment Centre

Target Groups

Participants attending Implementing and Evaluating Assessment Centres should already have attended Observer 101, as well as Designing Centres 101. In addition, participants are:

- IO Psychologists
- HR Professionals
- Psychometrists
- Anyone with a solid background in Human Behaviour

Duration - Two-days