

Stages in a typical assessment centre appraisal

Pre-assessment

- Online objectives of review
- Find competencies and reviewers
- Design simulation exercises
- Choose a rating method

During assessment

- Explain the purpose and policies
- Use competency-exercises matrix
- Conduct exercises and discussions
- Note strengths and weaknesses

Post assessment

- Collect feedback from reviewers
- Evaluate the validity of results
- Share the feedback with employees
- Provide further training if required

Personal Work A Of Effective Methods

G Orfield



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