

InterSearch | Assessment Center

Do not just rely on gut instinct in recruitment; get solid objective facts!

Objective

Skills review

- Analytical and problem-solving
- Argumentation
- Self-assertiveness
- Approachability
- Presentation

In staffing procedures and staff development programs

Levels

- Job entrants
- High potentials
- Young executives
- Sales force

Content

- Structured interview
- Personality interview
- Group selection process
 - One or two group exercises
 - Solo presentation
- One-day program with one or two consultants plus observers from the company

Procedure

- Client meeting → Conceptualization → Organizational preparations → Interview & testing → Realization with analyzing results and feedback sessions