

Assessment centres

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Every new recruit is an investment. The better the quality of the recruit, the higher the return on the investment. Assessment centres have been shown to be the best method for ensuring the maximum return on your investment because they provide multiple, accurate assessments of candidates against the qualities required for the job. An assessment centre combines exercises based on the role in question with other assessments and psychometrics to gain a rounded view of the candidate by a number of assessors.

CGR can design assessment centres from start to finish. We believe a well-designed assessment centre should recreate a 'day in the life' of a job-holder, presenting exercises which simulate, or embody the principles of, the tasks to be performed. Trained assessors can then evaluate and score the candidates' approach and performance in a realistic context.

CGR's approach to designing and implementing an assessment centre covers:

- design of business scenarios to simulate the full range of situations found in the job, ensuring that they provide adequate opportunities for assessment
- design of the process and documentation for conducting the assessment centre, to ensure that maximum benefits are achieved
- selection of appropriate ability, aptitude or personality measures to enhance the assessment process
- training assessors – how to observe, record, classify and evaluate behaviour, and how to make accurate decisions and recommendations
- facilitating assessment centres and providing training for in-house facilitators

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We are also able to provide expert assessors for your assessment centre to maximise the accuracy of selection decisions and to provide expert facilitators to manage the process, guide the assessors and chair the conference or 'wash-up' session. We can also provide trained test users to manage any psychometric assessments of candidates.

CGR assessment centres are never off the shelf - we design the assessment process you need, for the people you want in the specific jobs you have to fill.