



**development
partnership**

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Assessment Centres

The Development Partnership has extensive experience in helping clients select staff and identify candidates for promotion. Our partners and consultants have proven track records in the design and delivery of assessment centres for staff at a range of levels, covering both specialist positions and general management.

We use Assessment Centres to help you review a candidate's ability to: think strategically; deliver results; analyse and investigate information and situations; self manage; create personal impact; communicate; work with, motivate and manage others; plus areas of individual performance that are specific to your organisation.

Criteria for a successful assessment centre include:

- An accurate measurement of each candidate's abilities and competences against the organisation's performance or leadership framework
- Psychometric profiling
- Assessing candidates' performance in both individual and group environments
- Candidates having the opportunity to present themselves in a positive yet realistic way in work-related activities: enabling a fair and objective assessment to be made
- Feedback reports on candidates that support a robust selection process. For internal candidates – this can be followed through with developmental coaching
- A reliable predictor of a candidate's future performance
- A clear and transparent selection process which is regarded by all as fair, objective and consistent



The Development Partnership is the solution, offering quality, results and value for money 

