



Assessment centre advice

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Tip 1:

How to prepare for an assessment centre

Researching the employer is your first step, every recruiter has a set of values and competencies that they will use to judge potential candidates. You need to become familiar with their values and start thinking about how your skills maps to them.

For example, you may be asked to demonstrate successful teamworking skills or communication skills. Use concise examples and share key details about

Tip 2:

Understanding group exercises

Most assessment centres will get you to do a series of exercises in randomly assigned groups. This is to gauge a multitude of skills: problem solving, communication, leadership, team-working and collaboration styles. To perform well, you will need to demonstrate that you can make valuable contributions in a cohesive matter.

Being confident in these exercises and working well with others is key. There is lots you can do to practice these skills in school and at home, working with friends or classmates and having parents or teachers to act as a recruiter.



Tip 3:

Plan the day

Being confident is more than just knowledge and practice. If your test is in person plan to arrive early – giving plenty time for hiccups in the journey. Plan your route the night before and when you arrive try to take in your surroundings to relax before the test starts.

If the test is online, make sure you are connected to stable internet, test your camera and microphone. Use a blurred background and be in a quiet, distraction free environment.

For both, bring everything you will need so you are prepared. Usually this will be outlined in the invitation email.

Tip 4:

What to wear

It depends on the industry, but wearing formal clothes is a reliable option to seem prepared and engaged.

Tip 5:

Assessment feedback

It is unlikely to receive feedback on the day itself, most companies will want to discuss their observations and give each candidate a fair evaluation. However, sometimes they offer roles then and there. Most employers will tell you when to expect to hear from them. And if you have been unsuccessful ask for feedback so you know what to improve on in the next assessment you attend.

