

## BEST PRACTICE SHEET

<b>Name/title</b>	<b>Assessment centre</b>																													
<b>Type</b> (select one)	<input type="radio"/> Model <input type="radio"/> <b>Method</b> <input type="radio"/> Task <input type="radio"/> Technique <input type="radio"/> Activity																													
<b>Skill points</b> <i>(how strong is this activity in the field of the 3 skills, where 1 is the least useful in developing a particular skill and 10 means that the method is very effective in improving a given skill)</i>	<b>Critical thinking</b> <table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td>✓</td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9	10							✓												
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	<b>Problem solving</b> <table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>✓</td> </tr> </table>	1	2	3	4	5	6	7	8	9	10										10									
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<b>Managing own learning process</b> <table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td>6</td><td></td><td></td><td></td><td></td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td>✓</td><td></td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9	10						6										✓				
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<b>Goal(s) of the activity</b> <i>(what [sub]skills are targeted?)</i>	The goal of the assessment centre is to face and solve special challenges, the same kind of challenges that can come up in work environment.																													
<b>Description</b> <i>(what is it, how to use it, what issues could occur that need special attention? is any previous knowledge needed? )</i>	An assessment centre is usually a group activity with group and individual tasks. It is a long format, in most cases 2-3 hours. In university environment you can break it into 1,5 hours parts. An important part of the AC used in educational institutes is the feedback, one not necessarily have in a recruitment process. An AC works best with 2-6 participants.																													
<b>How do we know if we succeeded?</b> <i>(how can a certain learning goal be measured through this activity)</i>	The AC has to be built up with the examined skills in mind, so every task has a specific function. Every task can be evaluated on individual and group level as well.																													

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	<p>Success can be evaluated separately from the effort and methods the participants tried in solving the problems.</p> <p>One main factor is the attitude of the participants towards a certain problem. Attitude is hard to evaluate and it can be interpreted as judgement so one have to be careful and clear.</p>
<p><b>Equipment needed</b> (stationery, tools, projector, etc.)</p>	<p>Anything that suits the tasks and the job. Learning can be more conscious if you record the AC (video and audio) and you can analyze the performance afterwards with the students.</p> <p>One can use tests (eg. personality or competence test) in the AC as well.</p>
<p><b>Comments</b> (own experiences, what is this activity good for, why?)</p>	
<p><b>Keywords</b> (for the search engine)</p>	<p>assessment centre, assessment, HR, roleplay, problem solving, challenge</p>