

# Assessment and Development Center

Assessment and Development Center is one of the most effective ways for identifying the right candidates for the right roles either from internal or external sources during a search and selection process. It is also highly effective in performance evaluation, identifying talent in an organization's talent management system as well as determining the development areas and training needs of the employees.

The main purpose of these methods is to understand and reveal the strengths as well as development areas of the participants by creating an objective, business like environment.

These services usually aim to measure the basic behavioral requirements for the current and future leadership roles as well as the required behaviors for the related positions and/or to comply with the organizational culture based on a detailed competency analysis.

These behaviors are observed, evaluated and measured by experienced assessors who are well informed about the organizations' culture and structure, working closely with the client throughout the assignment.

The main purpose of an Assessment Center is to predict future behaviors based on current competencies, functioning as a system that provides comprehensive and objective information about a person's current and potential competencies and helps to improve the critical points of an employee's job performance.

One of the most important objectives in an assessment center is to build a reliable correlation between the competencies and behaviors that are intended to be measured.

A Development Center, on the other hand is aimed to determine the desired behaviors and establish, implement and monitor a training & development plan to improve the critical points of an employee's job performance and close the gap between the current and desired set of competencies.



## *Tools that we use in the Assessment and Development Center;*

- PwC Competency Set (4 dimensions, 38 competencies)
- Tests (General Aptitude, Language, Cognitive and Ability Tests)
- Psychometric Tests (Personal characteristics and tendencies, Motivation issues)
- 360<sup>0</sup> Assessment
- Structured Interviews (Critical Cases, Competency Based Interviews)
- Case studies
- Role plays
- Presentations
- Simulations
- Group Discussions
- Group and/or individual exercises

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## **Contact**

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