

## ASSESSMENT CENTRE/DEVELOPMENT CENTRE

At Select, we believe that everyone should be given the chance to discover and develop their talents. As an employer, it is easy for you to offer this option to your staff and help your organisation make progress. When looking for new talent, you can choose to implement a well thought out recruitment policy. It is necessary to identify competencies in the proper manner so you can make the right choice. As soon as new talent is hired, it is important to have a sound career development policy. This will allow you to identify the competencies in your organisation in the most efficient manner possible.

### YOUR CHALLENGES

- You want to make the right decision in a recruitment process, i.e. you want to place the right person with the right competencies in the right job.
- You want to ensure that a candidate has the right job-related competencies and will also fit in your company culture (with their own values and vision).
- You want insight into an employee's potential internal growth, their strengths, and their points needing development.
- You want an objective, neutral, and reliable evaluation that can be used in the same manner for different candidates.

### OUR SOLUTION

The aim of our AC/DC services is to evaluate the competencies of potential and current employees and identify their talents. We always provide high-quality tailored services and, jointly with you, examine which competency profile is desirable for which job. We coordinate the process from start to finish.

### OUR APPROACH

Our expert consultants start their AC/DC process with a thorough analysis of the job and your company. In close consultation with you, we draw up a customised competency profile. The competencies to be evaluated are determined and defined further. This becomes the basis for selecting suitable tools (personality and motivation questionnaires, skills tests, STAR(R) in-depth interview, assessment exercises, etc.).

Once the AC/DC tests have been carried out at one of our offices, the data is processed. This data is then included in a comprehensive and well-organised report. The results are related verbally to both the candidate and the company. In addition, the hired employee or employee in development is always followed up on.

### WHAT YOU WILL ACHIEVE

You will be able to make well thought out and better-informed choices and decisions. The assessment centre results or development centre results provide you with guidelines on how to assist candidates and employees in their continued growth and development. This drastically increases the chance that the right person is hired or an employee will experience positive growth.

