

# Sample assessment centres exercises



## Day 1

14.00-14.30	Attendees gather to meet with those administering the event to check in, have their photo taken and receive their schedule for the event.
14.30-15.00	Candidates meet the assessors as a group and briefly introduce themselves.
15.00-15.30	Candidates leave for a briefing on the company graduate programme they've applied for.

Candidates are split up to begin completing the components of the assessment.

15.30-17.00	Attend a 'technical' interview. With two interviewers present, this will last for approximately an hour. The scenarios are likely to be based on a real example. Two assessors lead the candidate through the decisions to be made and develop the answers with further questions.
17.00-18.30	A group game with a number of other candidates. There's lots of information to assimilate on an individual basis, followed by a group discussion to reach a consensus. The exercise runs strictly to time.
18.30	Assessment finishes for the day with a break before meeting for dinner.
19.30	Candidates and assessors meet in the bar and have dinner

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	together. There is no formal assessment taking place here but it's wise to be on your best behaviour while also relaxing and chatting to others.
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## Day 2

08.30-10.00	A second group game with a different set of candidates so that the individual has two chances to demonstrate competencies.
10.00-11.30	An individual in-tray exercise where individuals are asked to prioritise information.
11.30-13.00	The last stage involves a competency interview with two interviewers. This is based on the competencies identified by the company as important for its recruits.
13.00	Lunch and departure for the candidates.

On the candidates departure, the assessors will meet to decide which candidates have met the standard and are to be offered a position. All candidates, successful or not, are typically offered personal feedback.