



JOB SIMULATION & ASSESSMENT CENTERS

ASSESSMENT CENTERS HELP YOU

PROGRAM OVERVIEW

Job simulation and assessments remove the guesswork from talent selection and development. Research has proven job simulation exercises as the most realistic and accurate means of predicting job performance. The results can be used for training and development, creating a management pipeline, and other talent development needs.

Identify high potentials



Increase internal pipeline for promotion



Evaluate new hires' potential competency gaps



Develop managers' leadership skills



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PIONEERS IN USE OF TECHNOLOGY

Automated report writing



Video captured exercises



Remote assessing



FREQUENT USES FOR JOB SIMULATIONS

- **Traditional Assessment Center:** Typically a full day of assessment activities using multiple simulations and other assessments. Supports a company's selection, promotion, development, succession management and/or reduction in force needs.
- **Competency Assessments:** Measure specialized skills and knowledge. Supports company efforts related to annual certification of product knowledge, pre-licensing, training mastery, etc.
- **Interview Process:** Self report information in interviews is misleading. EDA's mini-simulation exercises add an element of show-me assessments; i.e., relatively brief, uncomplicated job simulation technology. A five minute role play within an interview can often tell you more about a candidate's likelihood for success than the other 55 minutes combined. If role play isn't appealing, multimedia simulation tools can be used.

BENEFITS

Simulations are designed to draw out behavior relevant to the most important aspects of the position or level for which individuals are being considered.

- Highly predictive of future job performance
- Relevant and objective for participants and stakeholders
- Legally sound and defensible process
- Provide significant detail regarding strengths and development needs which is beyond the reach of other assessment techniques



OUR APPROACH

Because no two companies or needs are exactly the same, our approach to creating and implementing simulations has to be flexible. Typical options include the following, but we welcome the opportunity to demonstrate our creativity.

Simulation Options

- **Off-the-Shelf Simulations:** Assessment needs can often be met through use of our extensive library of existing simulations.
- **Modified Simulations:** Content or evaluation criteria of existing simulations can be revised to meet somewhat more complex assessment needs.
- **Custom Simulations:** As needed, all simulation content can be custom created to the client's unique specifications.

Implementation Options

- **Internal Implementation:** Using your assessment materials, our Master Trainers conduct an on-site assessor training session with your managers. Likewise, your assessment cycle administrators are assured a smooth start-up and continue the training process.
- **Outsourced Implementation:** With this option, our highly experienced assessors conduct all assessment and feedback activities. This can be done onsite at your facilities or at our assessment facility.
- **Blended Implementation:** We work in conjunction with your internal assessors at assessment cycles to reduce your resource needs and increase the perceived objectivity of your assessment staff.

EDA is on the forefront of using technology to enhance traditional labor intense processes of assessment centers. Our technology provides many design and implementation options such as: software to automate report writing and data integration activities, software to facilitate remote assessing, use of video as part of simulated work experiences, and other options.