

# Assessor Skills Training & Workshops



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## What is Assessor Training?

An Assessment or Development Centre essentially combines a variety of psychometric tests and work simulation exercises to provide a comprehensive methodology to assess individuals, especially in large numbers and group-based environments, against selected competencies for selection and/or development.

The Assessment and Development Centre methodology can help clients make selection, training and development decisions clearer and more accurate. These include:

- To assess, identify and understand individual and organisational strengths and limitations.
- To identify the shift in key competencies required after merger or restructure.
- To recognise where the talent pools lie for succession planning.

If you are using assessment or development centres in your organization then you will need trained assessors available to participate. The PPEARL Assessor Training course will equip HR and Line Managers with the skills required to act as assessors in Assessment Centres.

## The PPEARL Approach to Assessor Training

The Assessor Training Workshop combines classroom learning with practical sessions. It is ideal training for assessors of group exercises, role-plays, presentation exercises or any other behavioural assessment.

The course will involve practical work in which delegates will participate in and observe the exercises used in the ACs, on top of being trained to score and interpret results. Pre-course and evening course work is provided to enhance learning. During the Assessor Training course, delegates will:

- Learn how to assess candidates' behaviour in simulation exercises against competencies
- Understand, score and interpret all simulation exercises throughout
- Scoring and interpreting exercises using assessment guides and scoring forms
- Learn Competency-based Interviewing skills required to interview candidates
- Understand the application of the exercises used in the Assessment Centres
- Understand the Evidence Review process of data collection, reviewing of data, rating competencies and identifying strengths and development needs
- Learn how to conduct one-to-one post AC feedback sessions
- Understand how to manage the back-end process of the AC programme, such as time-tabling, roles, materials, logistics, etc

## PPPEARL Assessor Training and Workshop

**Duration**  
2 Days

### Who Should Attend

Those who will take part or lead assessment or development centres



## About PPEARL

PPEARL is a HR consultancy with offices in Singapore and Malaysia. We partner with our clients to design effective and efficient HR solutions that are aligned with their unique business strategies and objectives.

We at PPEARL believe every individual plays an integral part towards an organisation's success regardless of their role. Our team of experienced consultants have the skills and tools to uncover those talents and bring out the best in every individual.

We can identify where people should be placed so that they are motivated to grow and perform to their maximum capacity.

# PPPEARL

Uncovering the Talent Within