

The background features abstract, flowing green line art patterns in the upper portion of the slide. The lines are thin and create a sense of movement and depth, resembling stylized waves or organic forms. The overall color palette is a range of green tones, from dark forest green to a lighter, vibrant green.

# Assessment Centres – Insights Seminars 2022



# Welcome to the world of Virtual Recruitment

Virtual Careers Fair

ChatBots / Live Chat for interaction at application stage

Virtual Recruitment

Video, Online or Telephone Interviews

Virtual/ Digital Assessment Centre

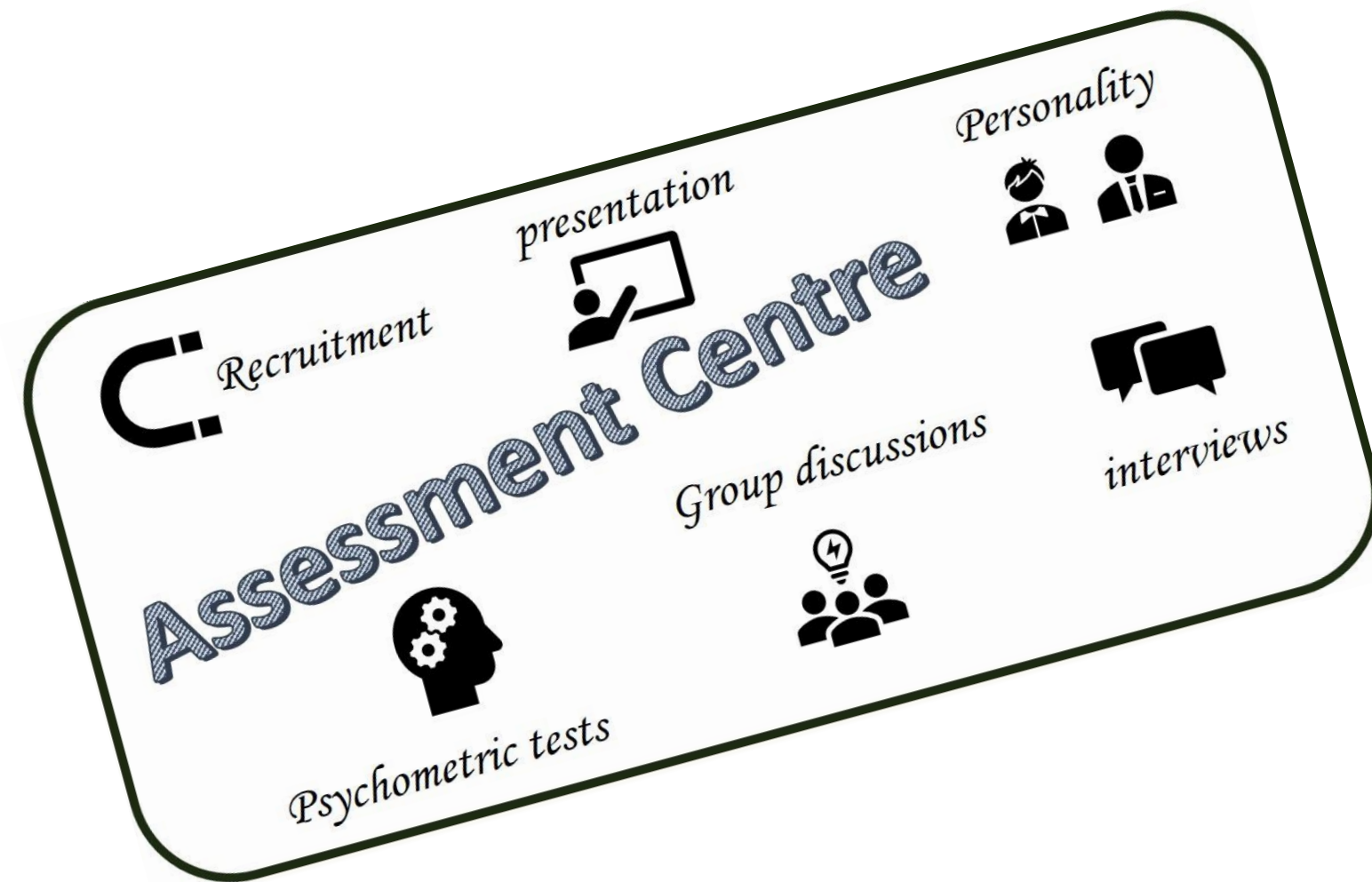
# Assessment Centres– The Essentials

## Plan for today

- The What and Why of Assessment Centres?
- Face to Face VS Digital
- Types of Activities
- How Candidates are Assessed

# The 'What' of Assessment Centres

- A combination of tasks and activities which assess suitability for a job
- Normally take place over the course of a day but can be longer/shorter
- Take place at employers premises or company may host in hotel/venue  
BUT
- Since 2020 many employers host Assessment Centres using online platforms



# The 'Why' of Assessment Centres

- **More reliable** – allows companies to differentiate between candidates who seem very similar on paper
- **Insight** – gives candidates an opportunity to learn more about the role they are tested on and often based in company premises
- **Fair** – offers candidates the opportunity to present their skills, experiences and aptitudes across a variety of activities
- **Cost** – although can be high, AC's mitigate recruitment errors which means an intrinsic cost reduction

# Virtual Assessment Centres



Final Round for graduates

You are competing against yourself - some ACs can select 80% of candidates on it and another day may take no-one

## Virtual Assessment Centres

High intensity, multi activity with several assessors scoring you all the way along

University group work will help your preparation

# Virtual/Digital Assessment Centres - what to expect and how to prepare

## What to Expect

- Can be lots of links to click on at different times – up to 10 on your invitation email !
- 4 – 6 candidates for group activities
- Mix of individual and group activities
- You will be assessed in each activity against a set of key competencies
- Once you've joined, you will be placed in a virtual meeting room.
- You'll be moved into the relevant activity rooms by a member of the recruitment team, according to the schedule already sent to you.
- Don't get "lost" !

## How to prepare

- Get your tech sorted in advance – beware of upgrades / reboots/ dead batteries/bad Wifi/ forgotten passwords
- You will be activating your camera
- Have a back up plan – charge your mobile
- Practise presenting to camera
- Practise having a discussion with a group of friends via MS Teams where you discuss a specific topic
- Engage with the GREEN DOT as if it was a person
- Background professional / no distractions
- Dress as if you are attending an interview – YOU ARE!



# Types of Assessment Centre Activities

- Icebreakers
- Group discussions
- Case studies
- Presentations – group and individual
- Role play
- Psychometric tests
- Situational Judgement Tests
- Personality Questionnaires
- Written tests
- In-tray or Etray exercises
- Social events





# How Candidates are Assessed

- Competencies – Ability and Attitude
- Fit - Role & Organisation
- Generally by a mix of HR and Line Managers



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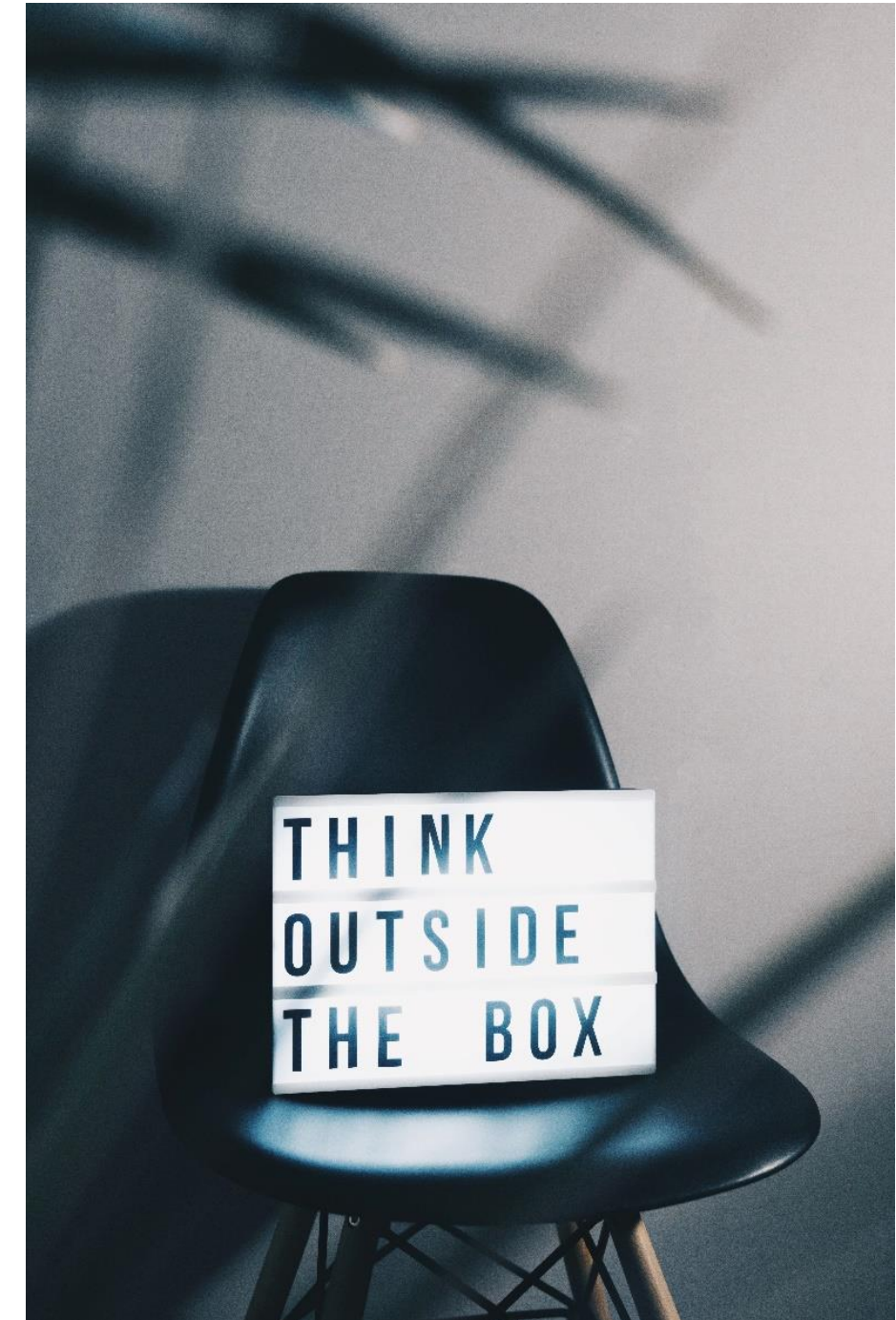
# *Sample* Candidate Timetable for Employer's Virtual Assessment Centre



Time	Activity
09.00	Candidate logs onto system
09.15 – 09.30	Employer introductions and candidates introduce themselves to each other – remember their names and have your “real” name on your profile
09.30 – 10.00	Psychometric or Situational Judgement tests (if not previously completed)
10.00 – 10.45	Candidate reading time for case study (sometimes you may get pre-reading the day before)
11.00 – 11.45	Candidate individual presentation and Q&A on case study with senior manager
11.45 – 12.15	Candidate interview with associate or recent graduate
12.15 – 13.00	Lunch break – (log off – relax!)
13.00 – 14.00	Group discussion on topic introduced after lunch break
14.00 – 14.30	Debrief, Next Steps outlined and Q&A
14.30	END of Assessment Centre

# Assessment Centre Tips.....

- Listen Carefully
- Summarise before moving on
- Use Humour
- Be Creative
- Quality vs Quantity of participation
- BUT nothing virtuous about saying nothing
- Take roles – timekeeper, note taker, leader
- Don't be afraid to challenge – but do so **calmly!**



# Further Information and Support

- Careers advice, appointments and live webinars every week
  - Creating and updating your CV
  - Updating your LinkedIn profile
  - Psychometric Tests
  - Preparing for interviews
    - Competency Interviews
    - Strengths Based Interviews
    - How to answer tricky interview questions
  - The Job Search
  - Researching Postgraduate options
  - Preparing and personal statement for postgraduate study
  - Identifying your skills and values
  - Virtual Employer webinars
- Online appointments with a Careers Advisor <https://careersconnect.ul.ie/home.html>

**Thank You**

**Contact us @ Careers Connect**  
**<https://careersconnect.ul.ie/home.html>**

**View Workshops on:**  
**<https://www.youtube.com/user/ULCEC>**  
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University of Limerick,  
Limerick, V94 T9PX,  
Ireland.  
Ollscoil Luimnigh,  
Luimneach,  
V94 T9PX, Éire.  
+353 (0) 61 202020

[ul.ie](http://ul.ie)