Why use an assessment or development centre?

Assessment Centres · https://psyasia.com/kb/why-use-an-assessment-development-center/

The following are **typical reasons to consider using Assessment or Development Centres:**

- Comprehensive evaluation
- Valid; better predictor
- Less adverse impact
- Training effect for raters
- Training effect for candidates
- Multiple uses
- More information for decision-making
- Participants like it (despite nerves)!

However, keep in mind the following **disadvantages of assessment and development centres**:

- Expensive
- Time-consuming
- Multiple rooms required
- Many assessors/observers required
- Training requirement for assessors/observers
- Exercise design and validation takes time and competence and is costly
- Update required when job changes
- Feedback must be handled well otherwise may result in motivation issues in development centres
- Process must be seen as fair in order to avoid image problems for the organisation