

**Group
exercises**

Can provide useful evidence
of teamwork and ability to

do not disadvantage candidates who may have no previous experience of this type of work or require any prior knowledge.

Exercises can be designed in house which are inexpensive but require some internal expertise and experience in designing assessments. Or like psychometrics test they can be purchased from other organisations. This can be expensive and may mean that you are using exercises which are not an exact fit for your organisation but which are well developed and validated.

Example exercises for care worker posts

EXERCISE	EXAMPLE
<i>Group exercise</i>	<p>You are a group of care workers who have been asked by your organisation to attend a focus group to help the organisation to think about how it can better market itself as a place to work to people who may not have thought about applying to work for this organisation or thought about going into care work.</p> <p>Your manager has asked you as a group to come up with a list of reasons why you think people should come to work for this organisation and to come to work in care. And also to come up with a list of ideas for how they can better market themselves to potential recruits.</p> <p>You have 15 minutes for your discussion and to make notes on the flip chart provided and at the end of the discussion you</p>

5. Ensure all assessors have clear briefs for each exercise including what the candidates are required to do and what criteria they are assessing the candidates against. Where possible assessors should be trained or at least briefed in detail on what is required of them when assessing candidates. Assessors should not also be role players as it is difficult to focus on role playing and assessing at the same time.
6. A rating scale should be developed and applied consistently to each exercise to allow candidates performance to be compared across different exercises. The British Psychological Society recommends using a scale of between 5 and 7 points.

For example



Poor

copies of all exercises and how they are assessed should be kept in a central place in the organisation to ensure consistency of use.

Further guidance

Chartered Institute of Personnel and Development (CIPD) www.cipd.co.uk

British Psychological Society www.bps.org.uk