

“How many graduates does it take to get through an employer assessment centre?”

Angus Farr  
an ex-employer!

30:5:1

# Employer's perspective

Three key questions:

1. Can they do the job?
2. Will they do the job ?
3. Will they fit in here ?

# Employer's perspective

Why are candidates rejected ?

1. Not good enough
2. Don't demonstrate how good they are
3. Faulted selection process

# Selection methods

- The 'Classic Trio'
  - CV
  - interview
  - references
  
- Additional methods
  - ability and personality tests
  - individual and group exercises
  - presentations

# Ability tests – number patterns

71, 63, 54, 44, \_\_\_\_

- a) 11
- b) 34
- c) 32
- d) 22
- e) 33

# Ability tests – critical reasoning

Pizzas: meat (£7.50); cheese (£6.00); seafood (£8.50)

Pasta: seafood (£7.60); meat (£6.90); plain (£4.50)

Drinks: cola (£1.60); wine (£3.00); beer (£2.50)

Every day offer: spend over £20, get 5% off

Tuesdays only: buy 2 mains get cheapest half price

Monday: 3 meat pizzas and 1 of each drink:

A) £29.60, B) £26.41, C) £27.80, D) £28.12 E) £27.55

# Ability tests – critical reasoning

Boxes of detergent in a shop cost £8.20 each.  
Which offer represents the best value per box:

- a) Buy 1 get one half price
- b) Three for the price of two
- c) 15% off your total purchase
- d) Pay for three, get one free
- e) 10% off first box, 30% off subsequent boxes



# Group exercise

- Might test work content or just context
- Format more often verbal than written
  - could be a presentation!
- Employers are looking for substance and style of candidate's contribution
- Example: group feedback scenario

# Group exercise



**Sherlock's Sausages**

**love a banger!**

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