

AC Academy - Module 1

Introduction to Observing Behaviour During an Assessment Centre

PURPOSE OF MODULE 1

Part of the reliability and validity of an Assessment Centre (AC) depends on using competent observers – people who have proven their competence in *Observing* behaviour, *Noting* behaviour, *Classifying* behaviour and *Evaluating* behaviour (ONCE). However, these are skills that need to be learned and continuously practiced ensuring competence.

THE PURPOSE OF THIS MODULE IS TO INTRODUCE THE POTENTIAL OBSERVER TO ONCE AND TO LAY THE FOUNDATION FOR EVENTUALLY BECOMING A COMPETENT OBSERVER.

COURSE OUTCOMES

We follow a data-driven approach to assessing behaviour displayed during simulations by centre participants. This module therefore focuses on training potential observers on ONCE. At the end of the module, the delegates will have an understanding how to:

- Accurately identify behaviour
- Correctly Observe behaviour during an interactive simulation
- Accurately Note behaviour during an interactive simulation
- Objectively Classify behaviour according to focal constructs
- Fairly Evaluate behaviour according to norms; and
- Being knowledgeable about ethics when Observing, Noting, Classifying and Evaluating behaviour

COURSE CONTENT

Part 1 (Asynchronous E-learning)

The theory and practical guidelines on assessment centres, as well as how to observe, note, classify and evaluate behaviour are shared and discussed in a comprehensive, practical manner. Each section is concluded with a short knowledge test that must be passed (80% passing mark) before the delegate is allowed to progress to the following section. Part 1 also concludes with a knowledge test that is based on knowledge from the complete part 1.

Part 2 (synchronous Practical Facilitated Session) – successful completion of part 1 is mandatory before attending part 2:

Knowing the theory is not enough to be competent in observing behaviour during an AC. During this 2-day facilitated session delegates need to practically identify, observe and note behaviour.

TARGET GROUPS

Delegates attending Module 1 should at least have attended an Assessment Centre and have a basic understanding of what an Assessment Centre entails, or alternatively, have attended the workshop: *Introduction to Assessment Centres*.

The typical target audience for Module 1 is:

- Industrial and Organisational Psychologists (IOPs)
- Psychometrists
- People working in the Human Resources or Training and Development departments
- Anyone with a solid background in understanding Human Behaviour

MODULE 1 CONTINUES PROFESSIONAL DEVELOPMENT (CPDs)

- **Part 1:** 24 CEUs plus 2 Ethics
- **Part 2:** 12 CEUs plus 1 Ethics

CONTACT INFORMATION

For more information, please contact:

Sandra Schlebusch
sandra@lemasa.co.za
+27(0)82-46 24560