

DEVELOP SPECIALISTS

OBSERVER/ASSESSOR TRAINING – THE ROAD TO BECOMING COMPETENT

What is the purpose of the training?

The reliability and validity of an Assessment Centre depends in part on using competent observers – people who have proven their competence in **O**bserving behaviour, **N**oting behaviour, **C**lassifying behaviour and **E**valuating behaviour (**ONCE**). However, these are skills that need to be learned and continuously practised to ensure competence.

The purpose of this Observer training is to introduce the potential observer to **ONCE** and to lay the foundation for eventually becoming a competent observer.

What are the training outcomes?

We follow a behavioural approach to assess the behaviour displayed by Centre participants during simulations. This training will therefore focus on training potential observers in **ONCE**.

At the end of the three days, the participants will have an understanding how to:

- accurately identify behaviour;
- correctly **O**bserve behaviour during an interactive simulation;
- accurately **N**ote behaviour during an interactive simulation;
- objectively **C**lassify behaviour according to competencies; and
- fairly **E**valuate behaviour according to norms.

Who should attend this training?

- Psychometrists
- Psychologists
- People working in Human Resources or Training and Development
- SETA registered assessors
- Anyone with a solid academic background in Human Behaviour.