

Assessment Methodologies

ClearWater's approach matches Assessment Methodologies to level of complexity associated with the role, while differentiating between short-term focused core methodologies (assessment for selection and promotion) and long-term focused methodologies (assessment for Development and Talent Identification and Management). These results in 6 sets of assessment methodologies

LONG TERM FOCUS

Talent Development & Planning

1. TALENT MAPPING

A 1-day, 1-to-1 assessment, that is complemented by on-line diagnostic tools prior to the assessment. The highly dynamic day includes Chronological Interview; Psychometric and 360° exploration; a 3-hour Interactive Business Intellect exercise (the ability to manage and handle complexity); and Presentation

3. POTENTIAL CENTRE

A 1-day Centre for 6 delegates (3 assessors), that is complemented by on-line diagnostic tools prior to the assessment. Activities include: psychometric profiling and exploration, 360° review, an interactive group-based capability exercise, a situational judgement exercise, and a role play

5. SKILLS AUDIT EVENT

A creative and fun 1-day interactive business simulation. Caters for up to 10 groups of 6 members who work in parallel and compete to deliver the same specified outcome (10 assessors). Simulations are staged to include interventions that test current capability and future potential

Complex Strategic Roles



Tactical Roles



Specialist Roles



SHORT TERM FOCUS

Selection and Promotion

2. EXECUTIVE PROFILING

A ½-day 1-to-1 assessment that is complemented by on-line psychometric and diagnostic tools prior to the assessment. The half-day covers a structured interview that progress into competency-based questioning; Situational judgment exercise; capability exercise and role plays

4. ASSESSMENT CENTRE

A traditional 1-day Centre for 6 candidates (1 to 3 ratio of assessors to candidates). Activities include: Competency interview; psychometric profiling and exploration; Business case; group discussion; presentation, and role plays

6. ASSESSMENT EVENT

A large-volume assessment process, incorporating psychometric profiling with a tailored telephone interview and followed by a ½-day event for a large group of candidates (caters for 16 to 60 candidates). Individuals work in small teams, where each team contributes to a single large-scale extra-ordinary group outcome. The event is staged to include interventions that test specific competencies