

## Selecting for Potential – Graduate Assessment

How do you select graduate trainees with the strongest potential for your business? US2U Consulting can help you to strengthen your graduate selection procedures through objective assessment. This could include:

- Working with you to define a competency framework for graduate selection reflecting the needs of your organisation. Typical competencies in graduate assessment include: Problem Solving, Communication, Teamwork, Customer Focus, Planning and Organising, Results Focus, Leadership and Technical Ability (according to discipline). However each organisation and graduate scheme will have its own unique needs.
- Designing an assessment centre (typically a day) incorporating a range of exercises to measure these competencies. Exercise might include: Tests of verbal and numerical ability, a group exercise, a competency based interview, an analysis presentation exercise, role plays, a written communication exercise.
- Providing feedback to you on the results of the assessment. This is typically provided in a verbal integration session where the results of each candidate are discussed and decisions are taken over which candidate or candidates to accept. We will also discuss and agree with you the format of written reporting.
- Training your managers to work alongside us as assessors. These managers typically include representatives from the business areas where the graduates will work and representatives from HR.