



PSI Desktop Assessment Center

Assessment Center and In-basket Exercises, Job Simulations and Situational Interviews using a single process with PSI's Desktop Assessment Center

BUSINESS PROBLEM

Assessing candidates for leadership positions is becoming increasingly important as the available talent pool becomes smaller. However, the time spent to conduct traditional leadership assessment exercises is no longer practical. Aspiring leaders need to be assessed using technology solutions that keep pace with the changing workplace.

PSI SOLUTION

PSI's Desktop Assessment Center solution, delivered over the web, provides candidates with a rich desktop experience featuring real-life office simulations. Using email, word processing, calendar and other desktop tools candidates are challenged to "live a day in the life" of various executives in thought-provoking situations. Insightful Score Reports allow competencies to be measured for selection of the next generation of leaders, or to identify development opportunities in the existing leadership pool.



BENEFITS

- Reduce cost and time compared to traditional Assessment Center exercises
- Process eliminates subjectivity of traditional Assessment Center exercises
- Easily deployed without the need for special rooms, equipment or material
- Flexible content and content authoring create near-exact simulations of business environment and challenges
- Job tryouts without heavy investment from organization



FEATURES

Ease of Deployment

- Browser-based "thin-client" technology eliminates the need for individual configuration of PC's
- Unlimited number of concurrent users
- Real-life simulations
- Conveniently accessible

Desktop Simulation

- Simulates the Desktop computer environment of an employee including email, calendar, to-do lists, documents, attachments (Word processing, Spread sheets, Presentations), organizational charts and other software
- Real-time engagement of employee in simulated activities

Catalog of Exercises

- High-performing and face-valid off-the-shelf exercises covering management as well as individual-contributor positions across industries (Banking, Call-center, Consulting, Finance, Food Services, Government, Manufacturing, Retail, Technology and others)
- Over 200 exercises available for immediate use

Assessment Center Authoring

- Powerful authoring component allows modification of existing exercises or creation of new exercises to match specific company scenarios
- Exercises can be linked with customized competency models
- New emails can be created to arrive during the simulation to create a "real-time" work experience

Competencies measured include:

- Attention to Detail
- Planning and Organization
- Problem Solving
- Situational Judgment
- Initiative
- Strategic Ability
- Commercial Awareness
- Delegation
- Communication Skills
- Writing Skills
- Decisiveness
- Customer Service
- Organizational Sensitivity
- Interpersonal Sensitivity
- Quality Standards

Off-the-shelf Exercises

- Individual Contributor exercises: Assistant / Office Assistant, Sales Support role to management
- Entry-level Management exercises: Trainee, Intern, Manager Trainee
- Management exercises: Unit Manager, Sales Manager, Branch Manager, HR Manager
- Senior Management exercises: Business Development Manager, General Manager, Regional Director
- Executive-level exercises: Executive Director, Vice President of HR / Finance / Sales, President

Score Reports

- Reports include detailed narrative of candidate's strengths and weaknesses
- Responses are evaluated by PSI assessor and custom-written based on competencies measured

ABOUT PSI

PSI provides various point and enterprise solutions including assessment administration outsourcing, pre-hire employment selection, managerial and executive assessments, licensing and certification tests, and professional services. More information is available at www.psonline.com.

