



# **The Assessment and Selection Handbook: Tools, Techniques and Exercises for Effective Recruitment and Development**

*Ian Taylor*

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# The Assessment and Selection Handbook: Tools, Techniques and Exercises for Effective Recruitment and Development

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## **The Assessment and Selection Handbook: Tools, Techniques and Exercises for Effective Recruitment and Development** Ian Taylor

This book provides advice and tools to effectively introduce, design, and deliver assessment centers in an organization. A "how to" manual, it runs through every aspect of running an assessment center, from pre-briefing an organization to the event, the feedback, and the evaluation. The focus throughout is on assessing supervisory and first-line management staff, and Ian Taylor writes with the busy HR and recruitment practitioner in mind.

Taylor includes a sample framework specifically designed for use at assessment centers and tips for sourcing and developing individual frameworks. He also examines the key criteria used to guide the choice of selection tools in organizations and compares assessment centers with other commonly used methods.

Online resources include exercises such as role play, in-tray prioritizing, analytical report writing and group problem solving, with advice on which exercises to use to assess each competence.

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