

Individual assessment

What is individual assessment?

Individual assessment (also known as IA, Individual Assessment Center, Individual AC, and IAC) is a systematic process intended to assess and predict the performance and behavior of an individual within an organization. It is currently most often used when selecting new staff and in staff development (assessment of potential). A combination of situational and psycho-diagnostic procedures and the involvement of a further qualified third party (peer review) provides a consensus of opinion about a candidate's intellectual potential, motivation to succeed, and social skills.

When is the right time for individual assessment?

As individual assessment consultations require considerable time, a balance must be struck between the effort involved and the return it brings. For this reason, the process is most often reserved for key human-resources decisions, such as appointments to senior or management posts where employing the wrong person could have serious consequences.

A staff-development assessment can provide important indicators of employees' suitability for promotion to management roles and how they can be best supported on an individual basis. Further personal mentoring after the debriefing may be advisable in some cases (Coaching).

What is the procedure for individual assessment?

The following points are addressed:

- Before the assessment
 - Comprehensive discussion of the situation/issues with the client
- During the assessment
 - Personal characteristics and interpersonal skills
 - Intellectual skills, work style and ability to work under pressure
 - Analysis of potential
 - Other specific points, according to requirements
- After the assessment: analysis of results and conclusions in terms of
 - suitability for the job/function in question
 - potential identified (analysis of strengths and weaknesses)
 - future promotion and development

The following psychological methodology and tests may be used (according to requirements)

- Structured interview
- IQ and performance testing
- Personality-type questionnaire, including handwriting analysis
- Work samples/roleplay/observation of behavior

Presentation of results

- Short oral summary at the end of the assessment
- Follow-up: comprehensive written report
(2 copies, one for the client and one for the assessment participant)
- One-to-one debriefing with the assessment participant

Duration

- The consultation lasts approximately 6 - 7 hours

Is this for you?

Please feel free to contact me directly if you have any questions or require further information

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