

# Assessment Centre Workshop

Launch your career in IT and business consultancy

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# Overview

- ✓ About FDM
- ✓ Why do employers use assessment centres?
- ✓ Group exercises
- ✓ Competencies
- ✓ Strength Based Interviews
- ✓ Assessment centre etiquette





# About FDM

## Who are we?

- Professional services provider with a focus on IT
- 10+ centres around the world
- 6 Academies in the UK, USA, Canada and Germany

## What do we do?

- Employ graduates and ex-Forces personnel on a permanent contract
- Equip you with essential skills and competencies to succeed as an FDM Consultant
- Place you with prestigious clients in multiple industries

## How can we help your career?

- Extend your academic knowledge with employment
- Valuable experience
- Competitive edge and future opportunities
- A foot in the door with world-renowned companies

# Our core values

**Ambition**  
We set ourselves challenging goals and are determined to achieve them

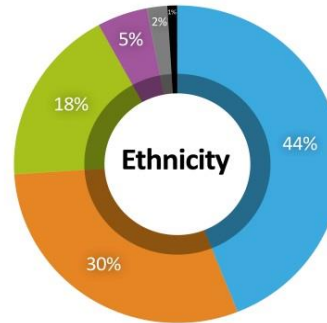
**Collaboration**  
We work best when we work together

**Energy**  
We thrive on activity and getting things done

**Inclusivity**  
We embrace and bring together the best people with diverse backgrounds and experiences

**Professionalism**  
We work to high standards

**Growth**  
We like to be challenged and have a willingness to learn, innovate and improve



- White/White British .. 44%
- Asian/Asian British .... 30%
- Black/Black British ..... 18%
- Mixed/Mixed British .... 5%
- Arab/Arab British ..... 2%
- Other ..... 1%

**50%**  
of the senior management team at FDM are women

**UK Ex-Forces**

**81%**  
Army

**60+**  
nationalities working together as a team at FDM

**12%**  
Navy

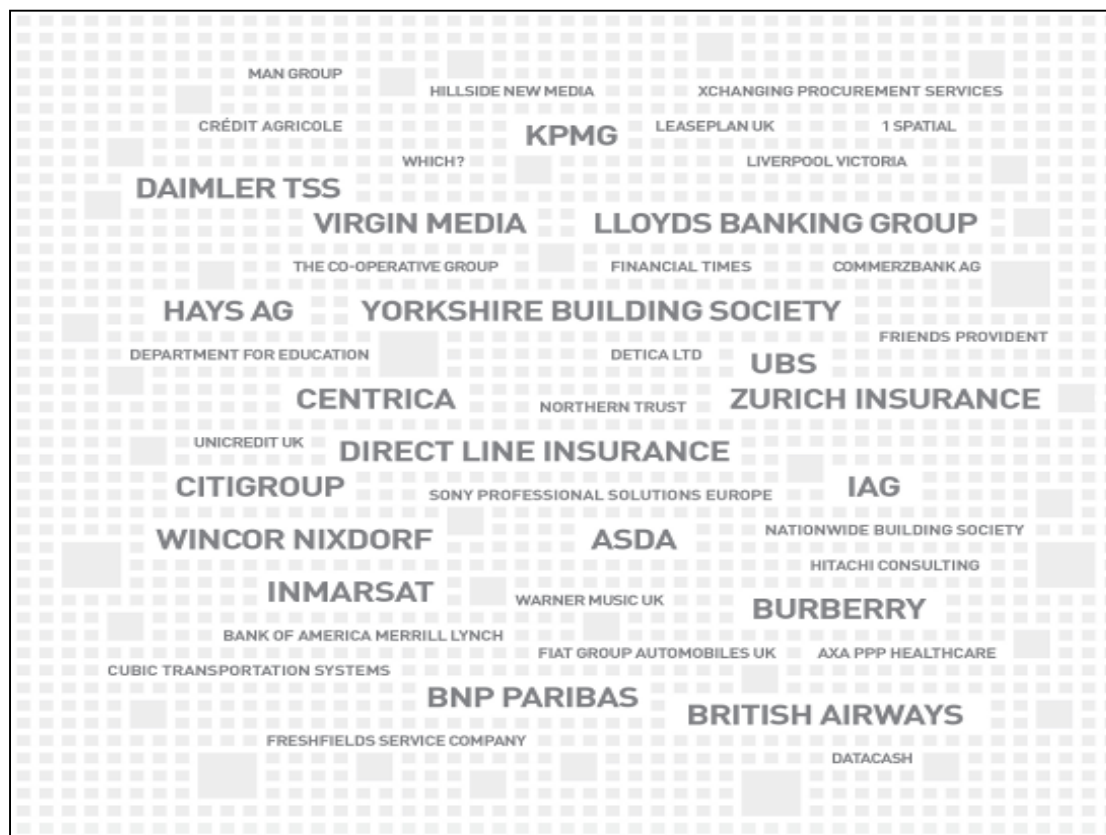
FDM recruits candidates from over **1,420** universities globally

**7%**  
RAF



# FDM and University of London Met

- ✓ In 2016 FDM recruited 8 graduates from London Met Graduates are working as FDM IT Consultants at some of following clients sites





# 5,000+

Candidates attending FDM assessment  
centres in 2015



# Why Do Employers Use Assessment Centres?

- ✓ Objective and accurate
- ✓ Varied tasks
- ✓ Insight into individual and group interactions
- ✓ Assess competencies
- ✓ Identify skills required in the workplace



# Assessment Centres - Guidelines

- ✓ At this stage the employer is interested in you
- ✓ The assessors want you to succeed
- ✓ Separate assessment of each element – different tasks will assess a range of skills
- ✓ Avoid direct competition with other attendees – they may pass everyone (or no-one)
- ✓ You can assess the organisation too





# Common Assessment Centre Tasks

Interview

Psychometric tests

Team exercises

Presentation

Role plays

Technical tests

Product demonstration

Aptitude tests

Written exercises



# ***Strength Based Interviews***

❖ **A strengths-based interview is designed to understand both what energises and motivates you, as well as what you do well.**

❖ **This differs from both competency-based interviews (which are focused more on what you can do, or have done) or biographical interviews (which tend to be a talk through your CV).**

❖ **Organisations use strengths-based interviews to find out what candidates love to do, and do well. They are focused on making sure that the people they select are the right people for the right role - those who will enjoy their jobs, perform well and stay with the organisation.**

❖ **Another reason organisations are increasingly using strengths-based interviews is that it is difficult for candidates to over-prepare for them, as you can with competency-based interviewing by thinking in advance about detailed pre-prepared past examples. As a result, the strengths-based interview is a lot more difficult to 'fake', and the organisation gets to see the 'real' candidate coming through.**



## How can I make sure I do well?

**Before having a strengths-based interview, there are a few simple things you can think about that will help you show the best of yourself on the day. As you prepare for your strengths-based interview, think about:**

- **What your friends and family know you for - how would they describe you to a stranger?**
- **What you truly enjoy doing, and what you are like at your best**
- **The achievements you are proud of, and how you got there**
- **Activities (inside and outside work) that you do not particularly enjoy, and why**

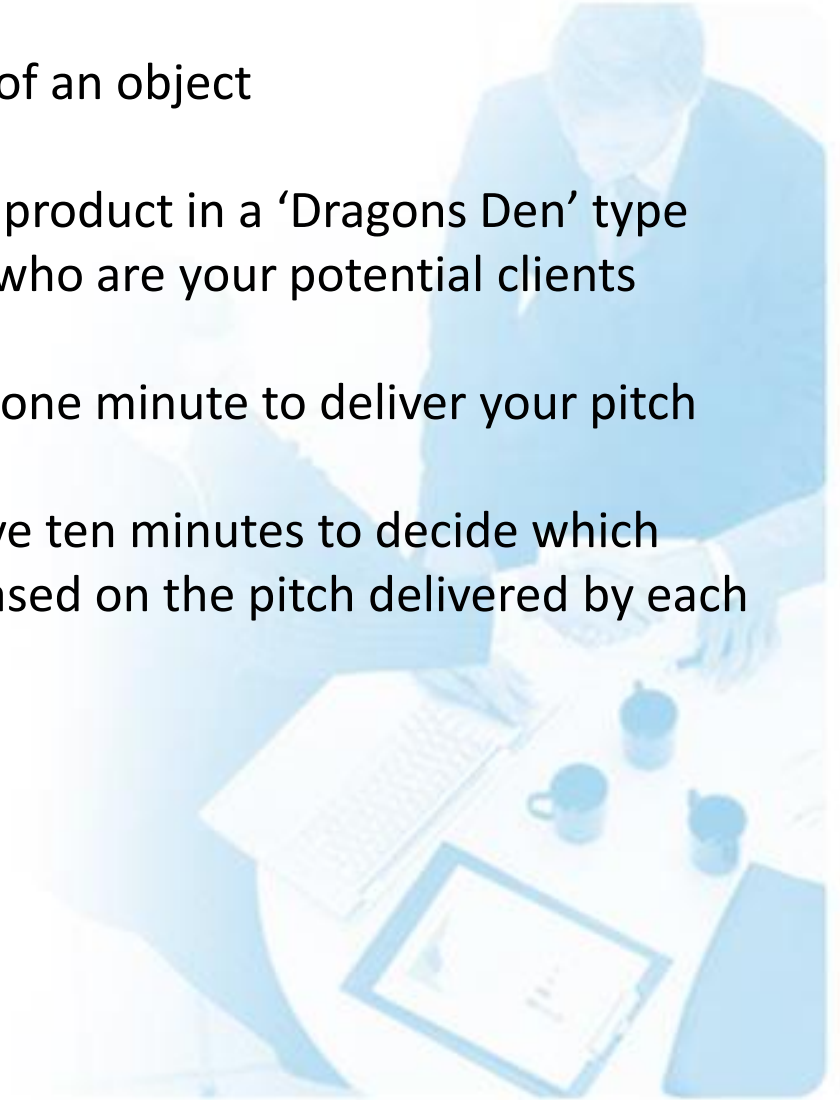
**Use your strengths-based interview as an opportunity to understand more about the company and the role**

- **if you find that you're energised by content of the interview itself, and the things you get to talk about, there's a better chance the role will be well matched to your strengths.**
- **If you find the opposite is true, this is possibly a sign that you may not be happy in the role or perform at your best. The question you'll be able to ask yourself at the end of the interview is: do you think the role will play to your strengths?**
- **The interview will therefore be the perfect opportunity for you to think about what you really want from a role, and to help both sides ensure the right decision is made.**



# Group task

- ✓ In groups you will be given a postcard of an object
- ✓ As a group present the benefits of the product in a 'Dragons Den' type business pitch to the rest of the room who are your potential clients
- ✓ You have five minutes to prepare and one minute to deliver your pitch
- ✓ Once everyone has presented you have ten minutes to decide which product provides maximum benefit based on the pitch delivered by each group





# Competencies and Strengths Used

- ✓ Communication
- ✓ Persuasion
- ✓ Negotiation
- ✓ Creativity
- ✓ Listening
- ✓ Decision making
- ✓ Initiative
- ✓ Team work
- ✓ Time management
- ✓ Commercial awareness





# Tests Used in Graduate Recruitment

- ✓ Numerical, verbal and logical reasoning as well as personality tests
- ✓ Some employers use all; others only one or two
- ✓ Frequently multiple choice with a strict time limit
- ✓ Use standardised set of instructions and definite right or wrong answers
- ✓ Numerical tests use graphs, tables and charts
- ✓ Verbal tests use passages of text followed by a series of statements to assess how you understand, analyse and interpret
- ✓ Personality tests use scenarios to assess aspects of your character and your approach to work and life
- ✓ Diagrammatic tests assess logical reasoning ability - commonly used in IT recruitment



# Preparation

- ✓ Familiarise yourself with common tests used
- ✓ Identify areas that are rusty:
  - ✓ If you haven't touched Maths since GCSE, practise basic mental arithmetic such as percentages and ratios, equations and fractions
  - ✓ If your degree is numerical rather than word-based, try reading and extracting key information from text at speed
- ✓ Use test sites to prepare – plan your tactics for improving speed and accuracy
- ✓ Advise the employer if there are any factors likely to affect your performance such as a disability or learning difficulty – extra time can be provided



# Assessment Centre Etiquette

- ✓ Punctuality
- ✓ Formal attire
- ✓ Professionalism
- ✓ Body language
- ✓ Communication
- ✓ Ask relevant questions





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