The Yin and Yang of Technology Enhanced Assessment Centers: An Assessor Perspective

Presented at the 38th International Congress on Assessment Center Methods 2014
Session Overview

• Introduction of Session
• Structured Q&A
• Audience Questions
Stephanie Butler
Senior Director of Leadership Solutions at Assess Systems

Lynn Collins, Ph.D.
EVP and Chief Scientist, Fenestra Inc.

Sandra Hartog
President and CEO, Fenestra Inc.

Jessica Osedach
Executive Assessments Team, Bank of America

Sandra Schlebusch
Managing Director at LEMASA - Select Talent-Develop Talent-Nurture Talent

Janice M. Ward
Principal, J.M.M Ward Consulting
Question 1

Describe your expertise (perspective) with traditional and technology enhanced assessment centers
Question 2

What technologies are being used by the assessor in the AC process? Who is the assessor?

- Lynn
- Jessica
- Stephanie
Question 3

How has technology impacted the way you assess? What are the advantages or disadvantages that technology offers assessors?

- Stephanie
- Sandra
- Jessica
Question 4

Does the use of technology in an AC impact the skills you need as an assessor? Are there additional or deeper skills needed?

- Sandra
- Janis
- Lynn
Question 5

Regarding the assessment center modality (technology vs. traditional), is there a difference in the quality of the evaluation?

- Janis
- Lynn
- Sandra
Question 6

Regarding the assessment center modality (technology vs. traditional), is there a difference in the reactions to the centers? Participant? Stakeholders?

- Administrators - Jessica
- Assessors - Stephanie
- Hiring Managers - Stephanie
- Participants - Janis
Question 7

What recommendations do you have for assessors using technology?