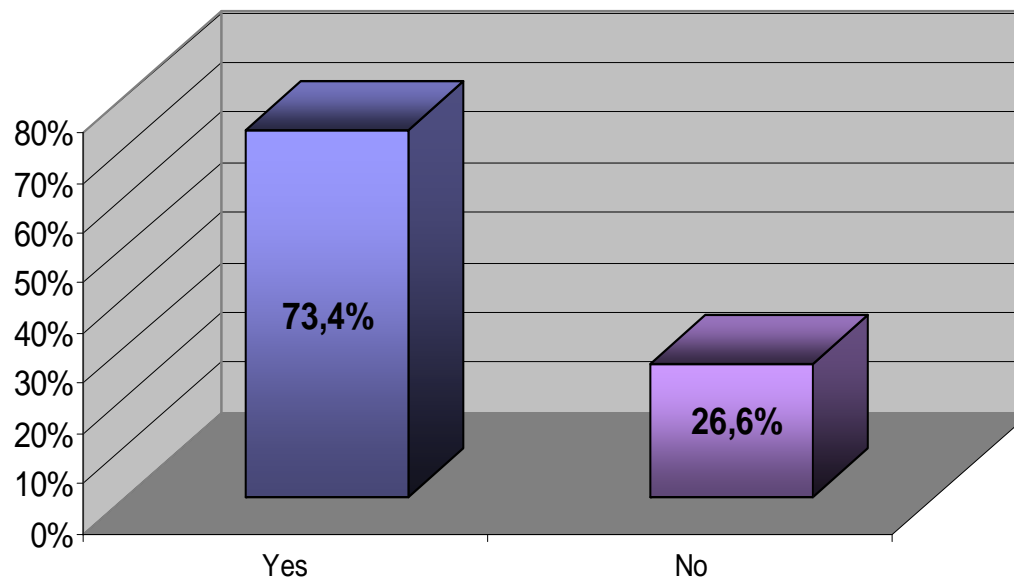


# German Survey on Assessment Center Applications 2008

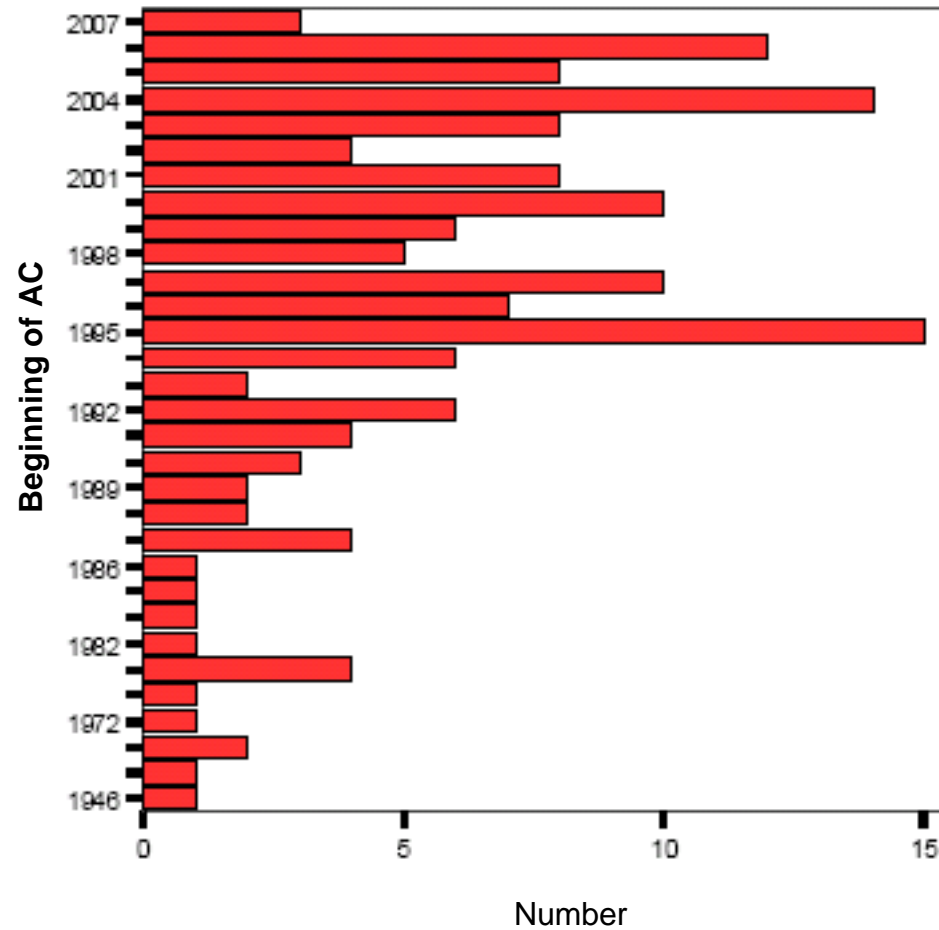
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Germany-50672 Köln  
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Telefax + 49 - (0)221 / 92046-20  
e-mail: [obermann@obermann-consulting.de](mailto:obermann@obermann-consulting.de)  
Internet: <http://www.obermann-consulting.de>

# Application of the AC method: Listed companies...

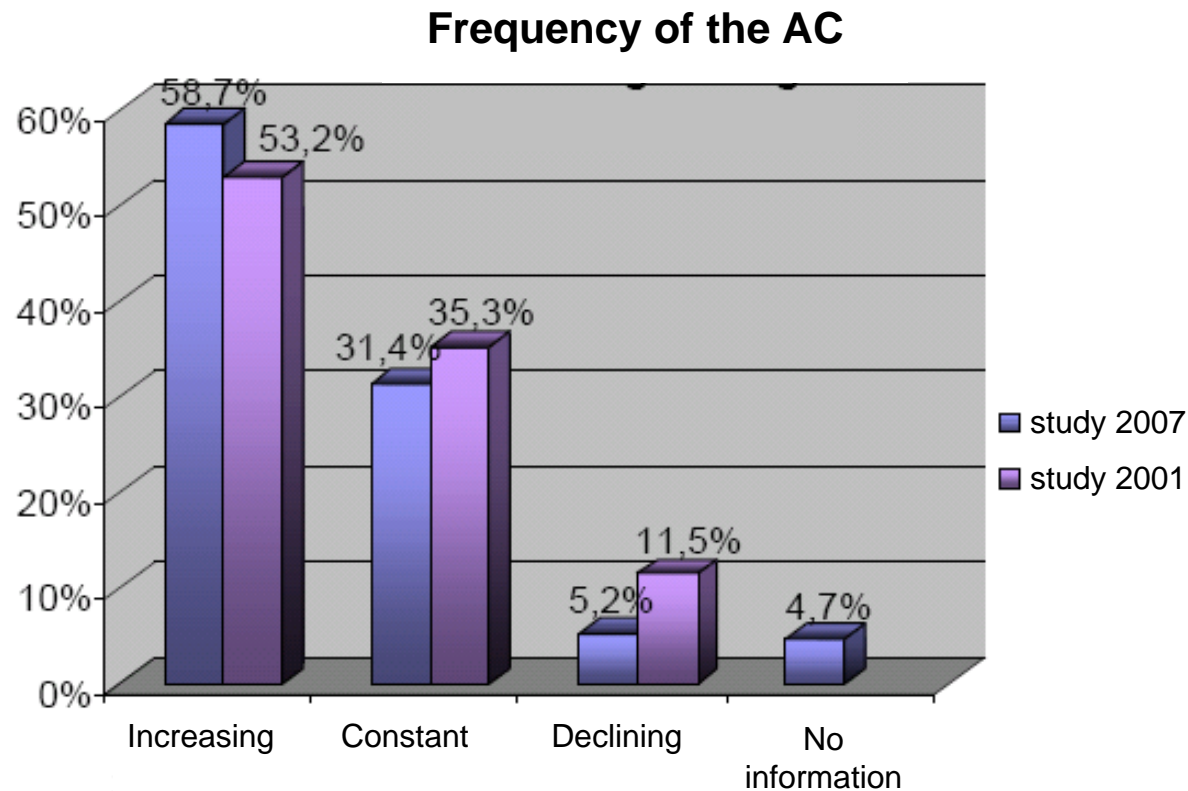
companies and AC



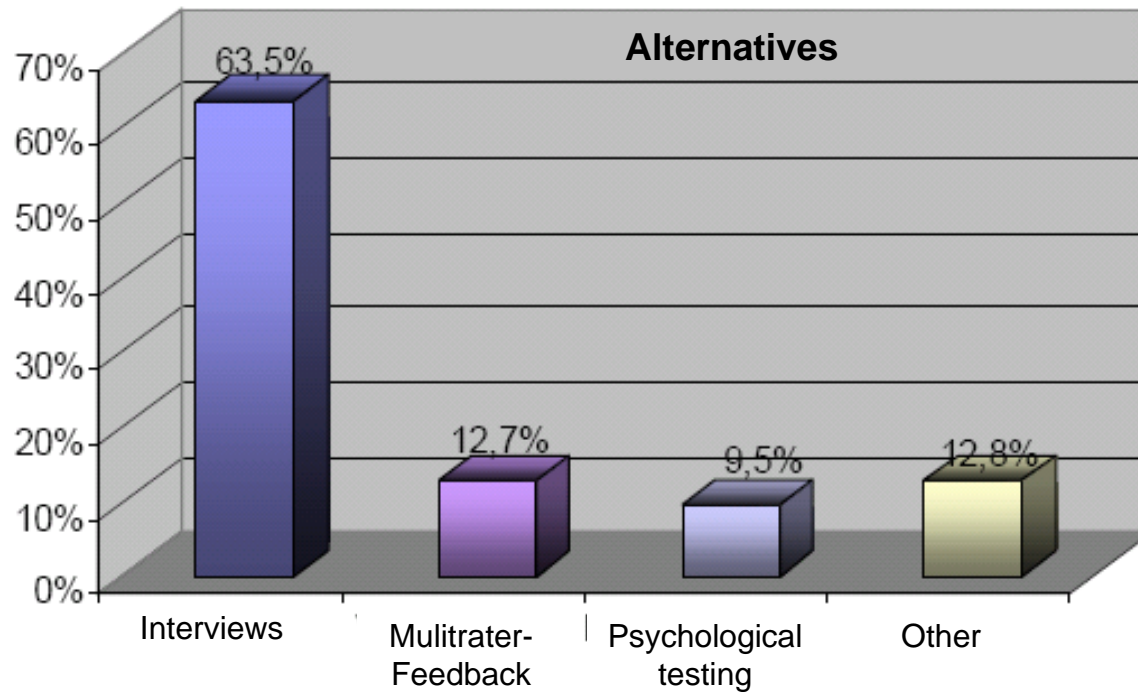
## Use of AC-method since ...



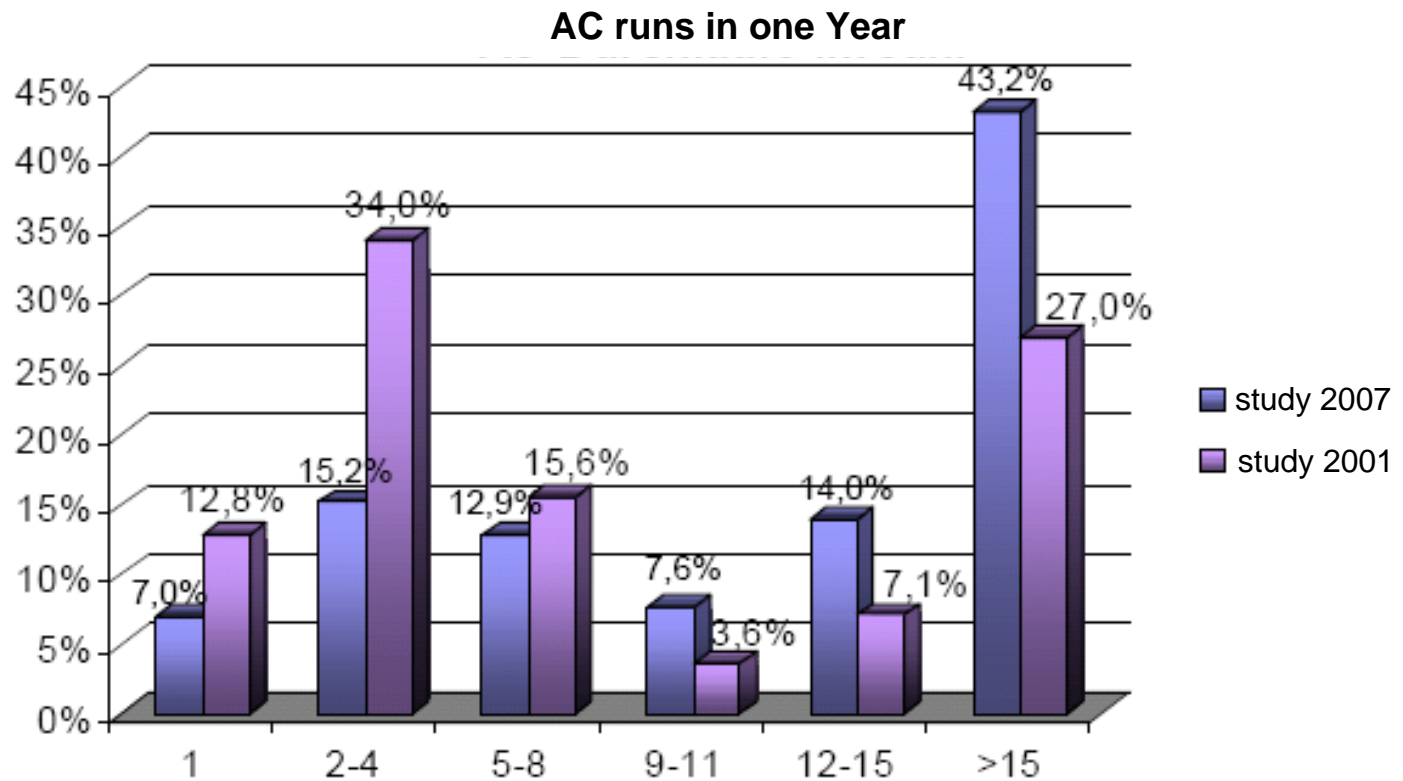
## Did the AC-use rise or decline since the last time?



## Alternative methods to the Assessment Center

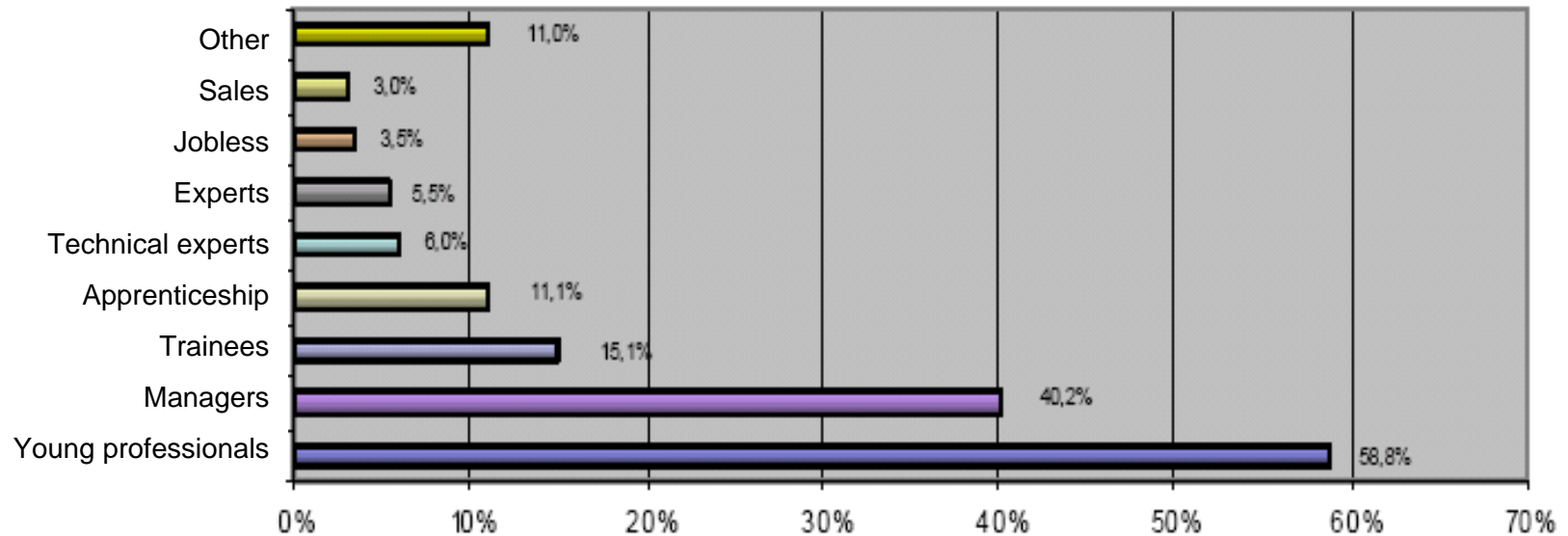


## How many runs by company?

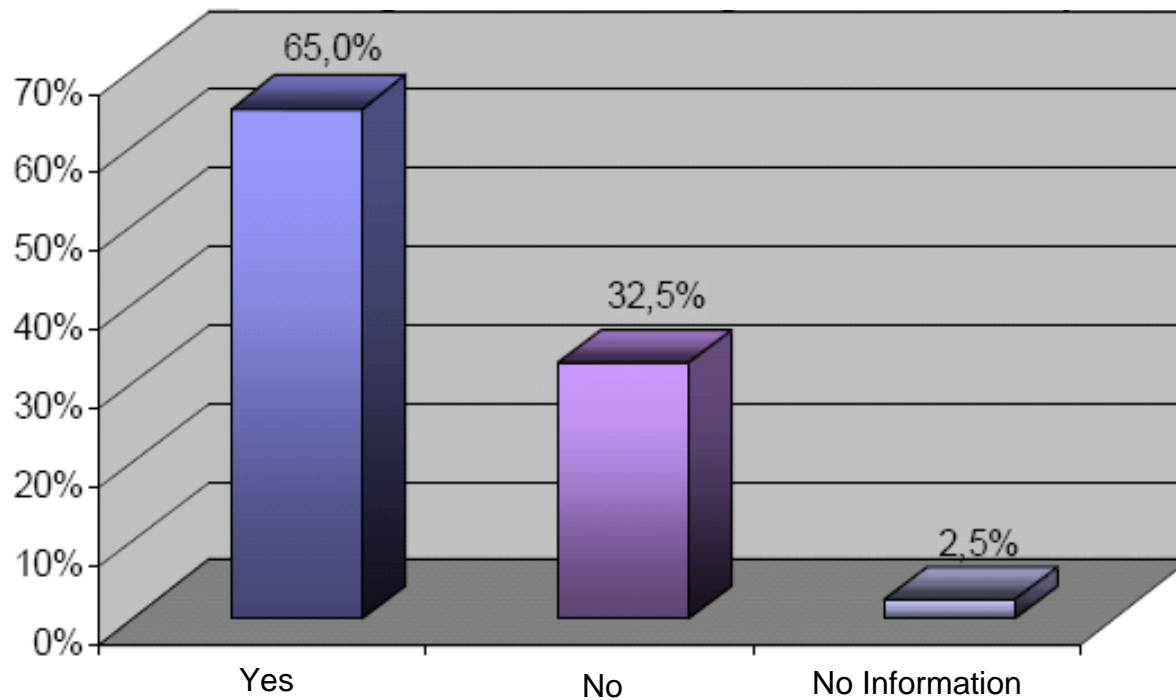


# Target groups for Assessment Center?

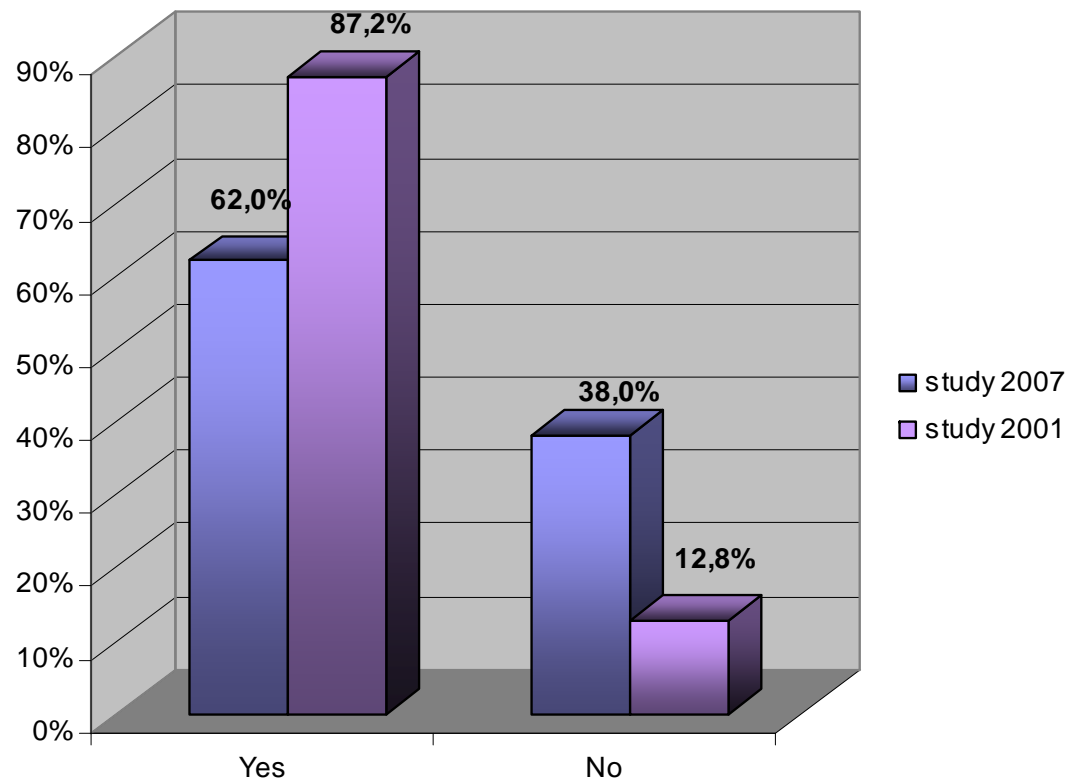
AC – technique for:  
(multiple answers possible)



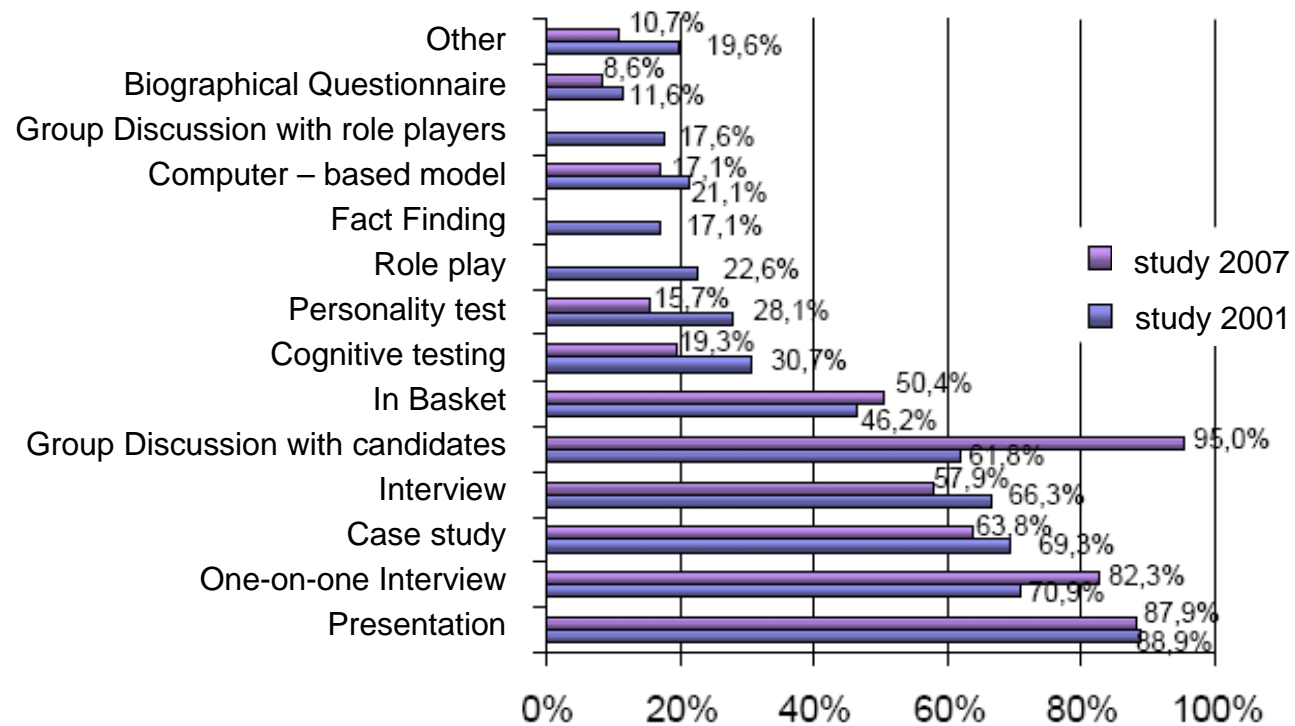
# Is AC result the precondition for further career steps?



# Demand analysis accomplished?

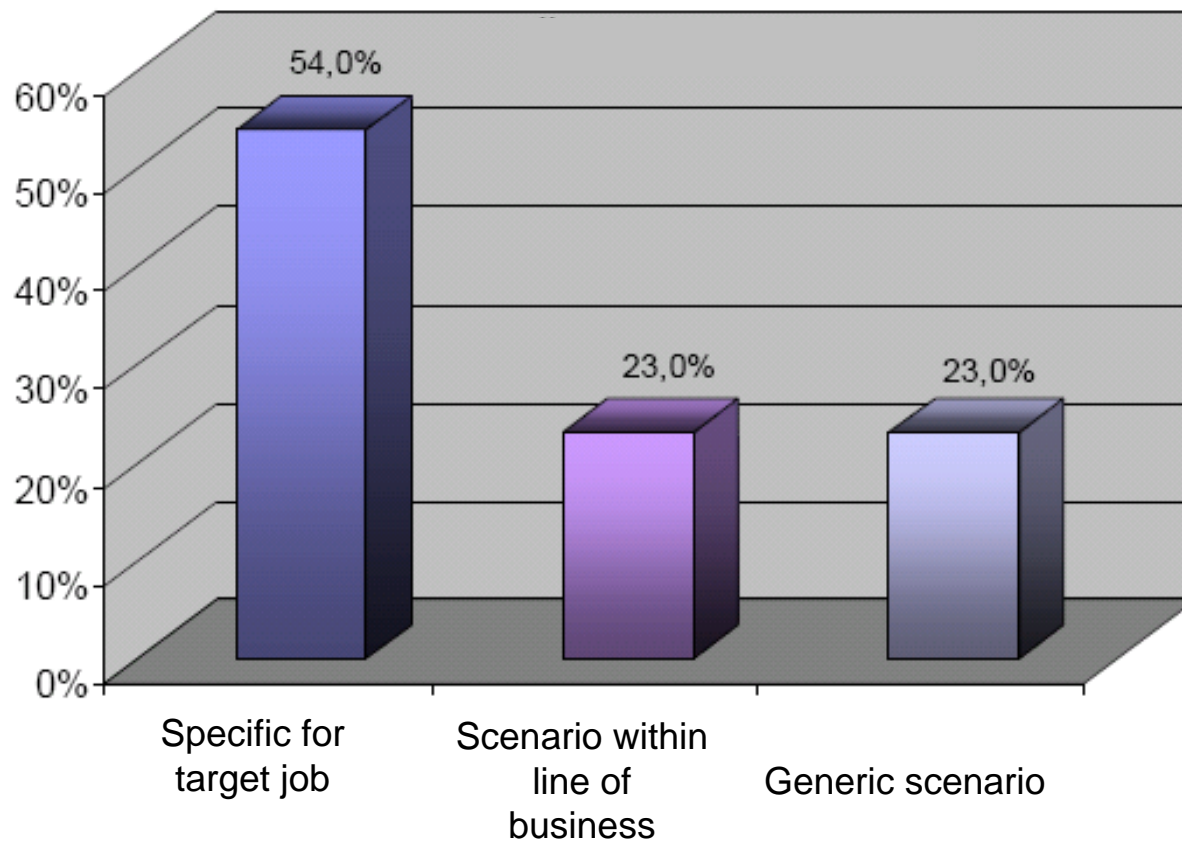


## Exercise type used

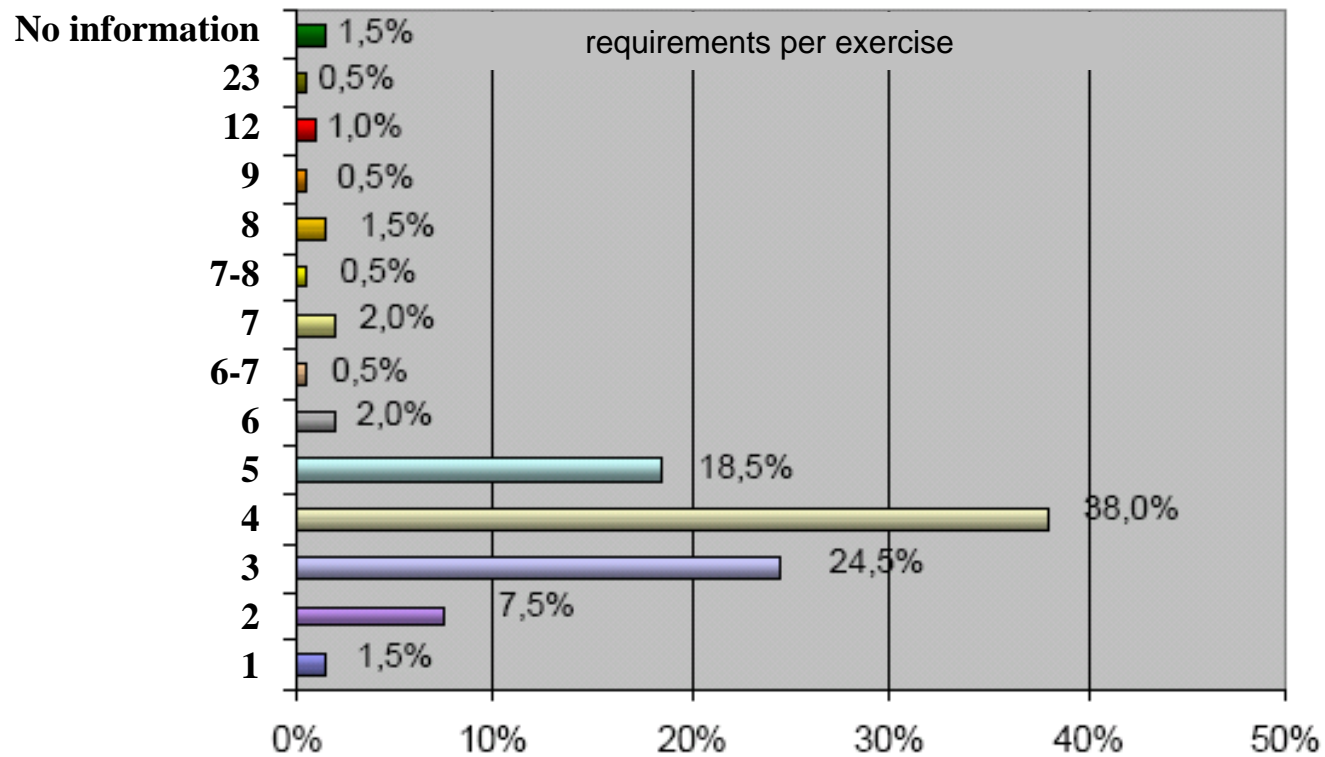


## The development of the exercises

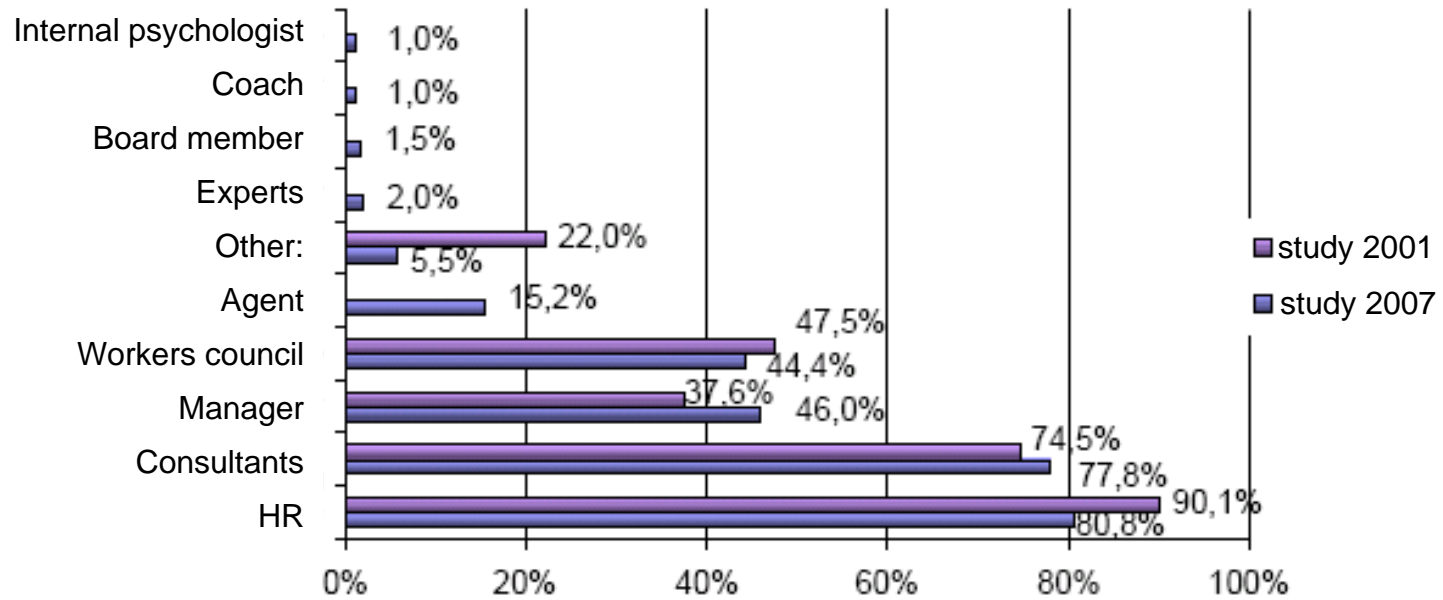
How specific are the exercises for the target position?



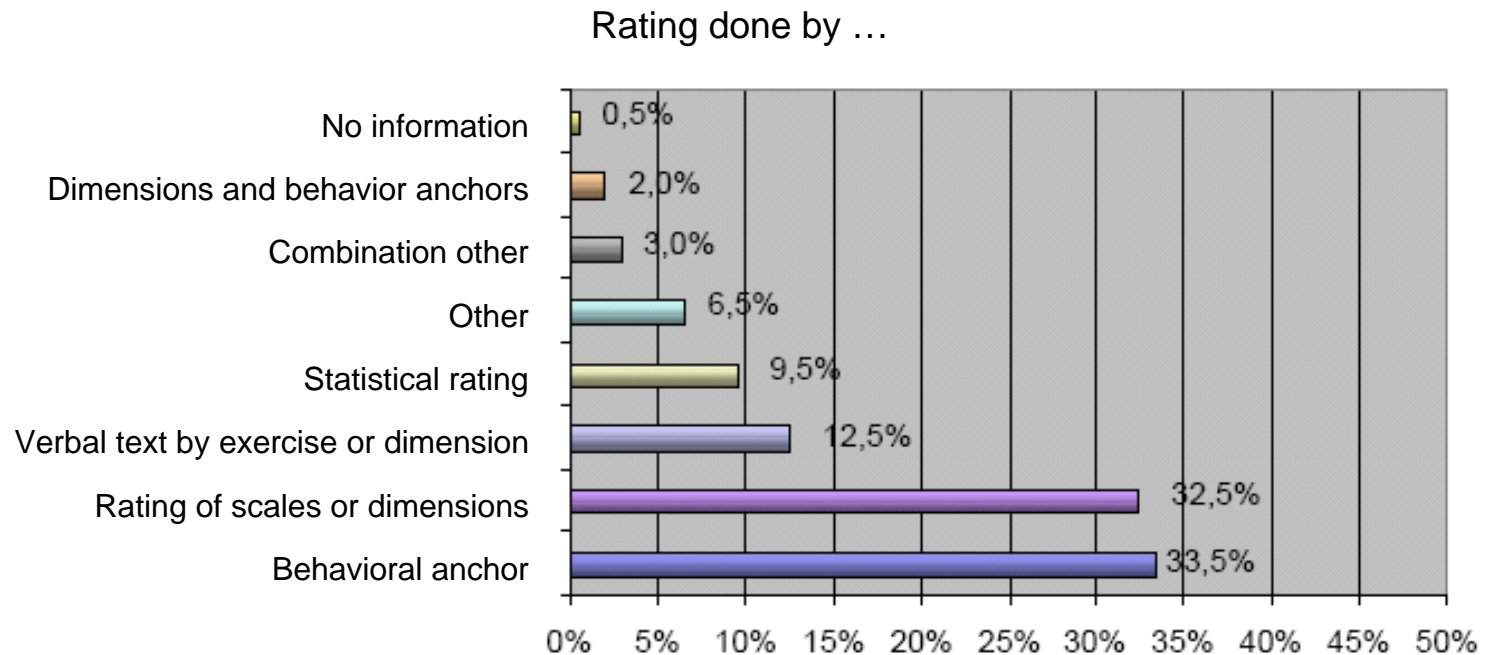
## Number of dimensions by exercise



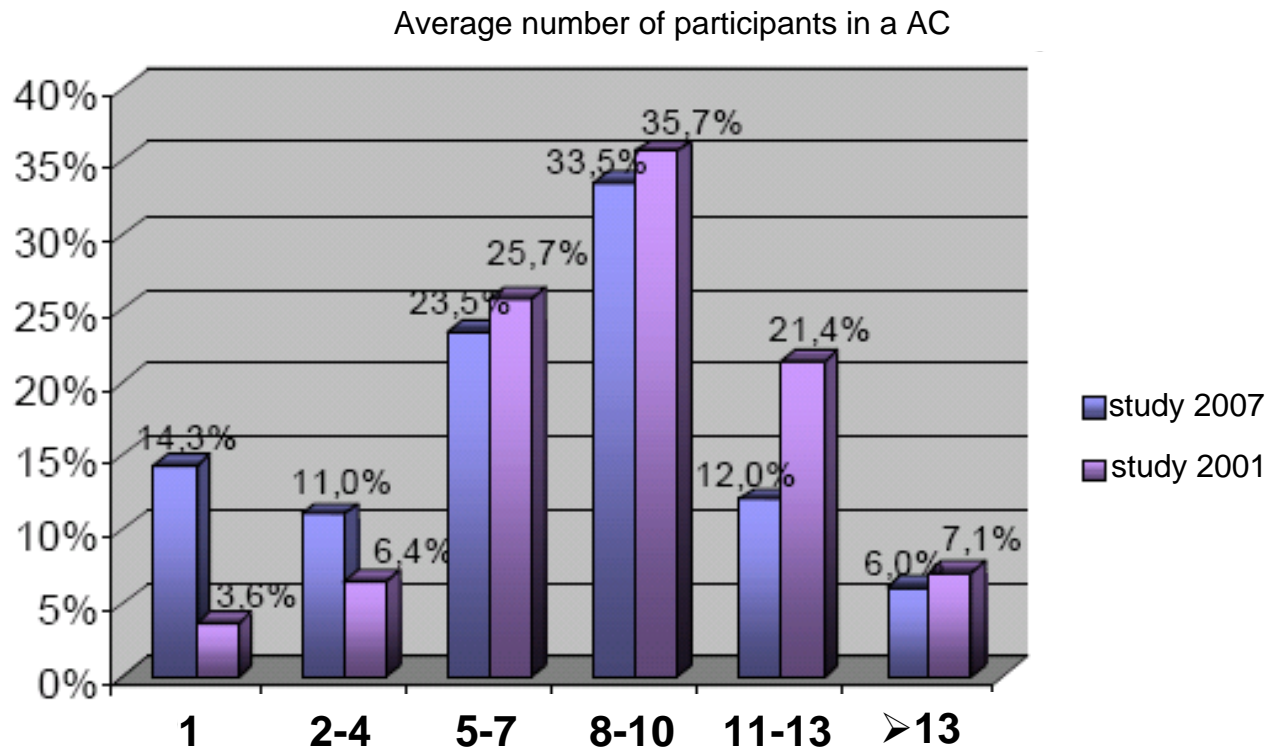
# Who are the assessors?



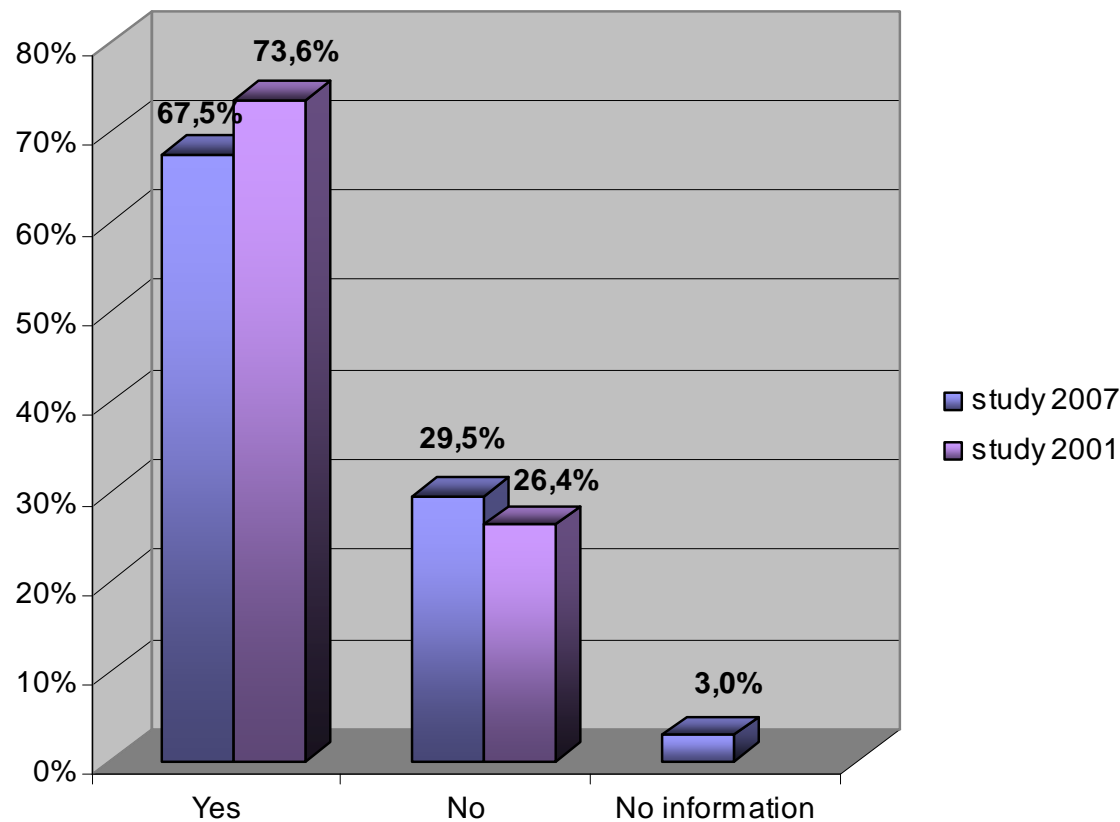
# Observational instruments provided?



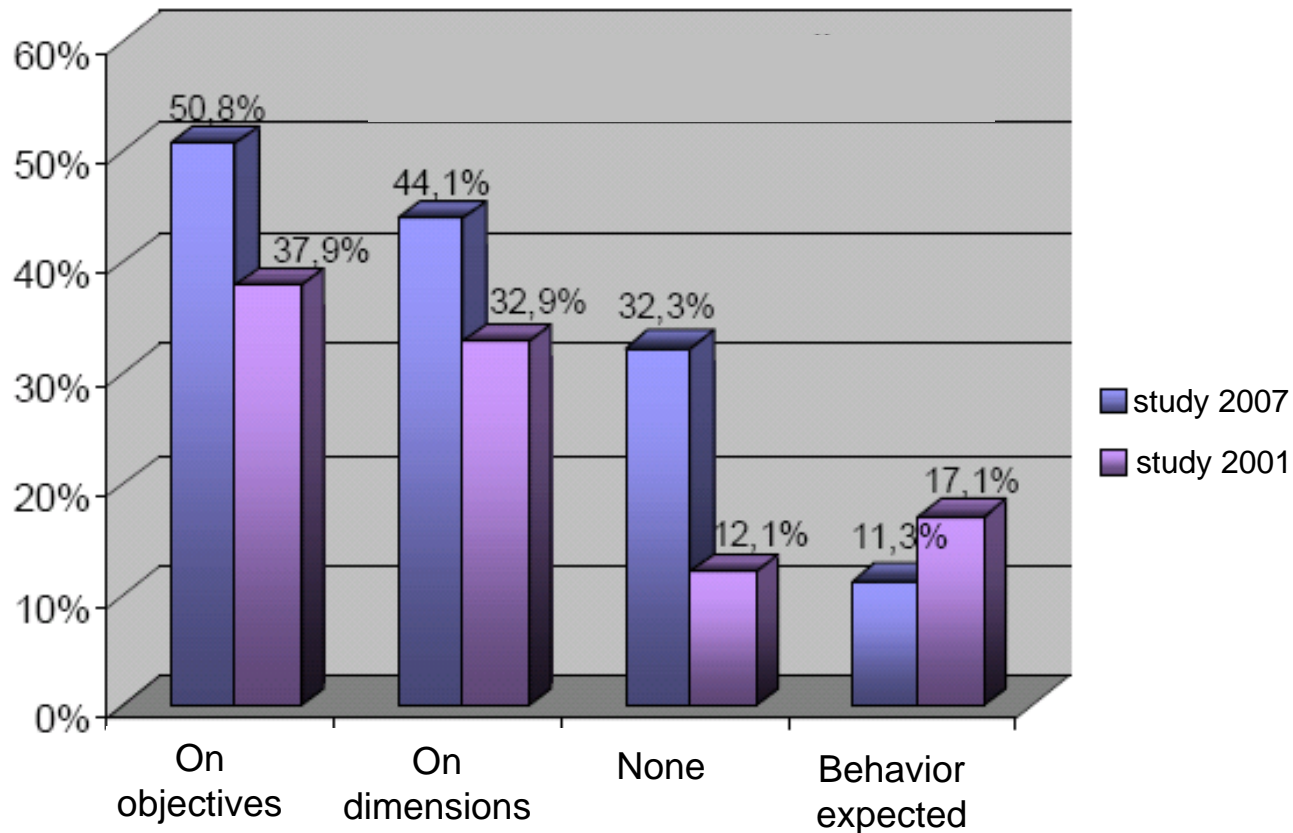
# How many participants attending one run?



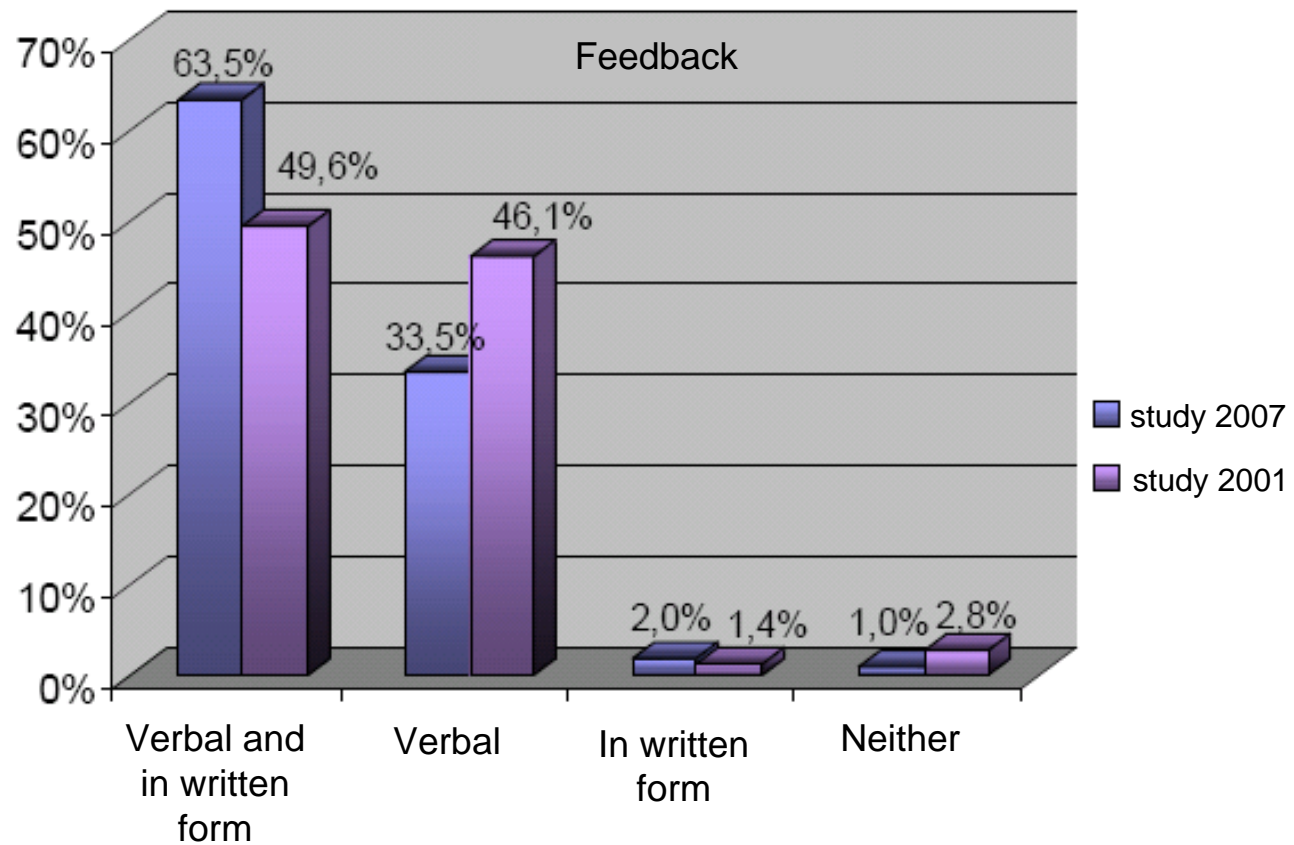
# Is there a systematic assignment between participants and observers?



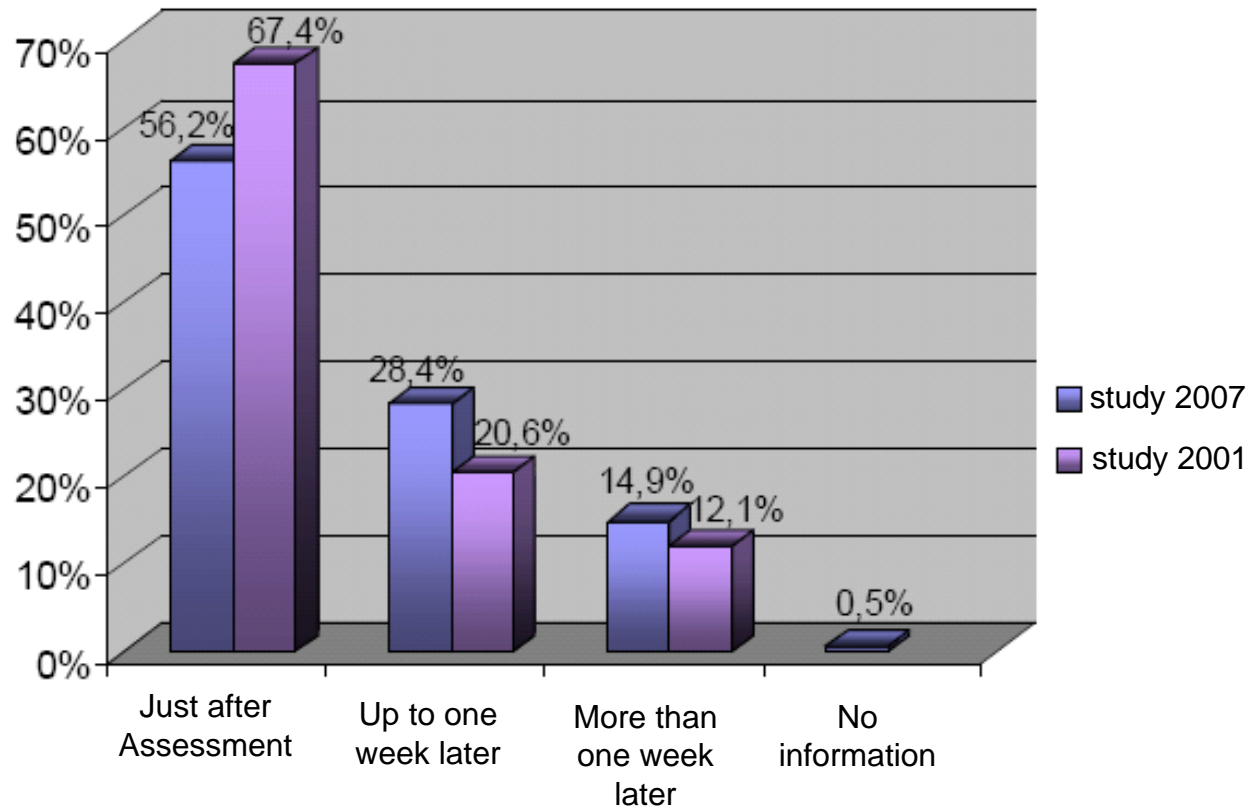
## Which information does the participant receive before each exercise?



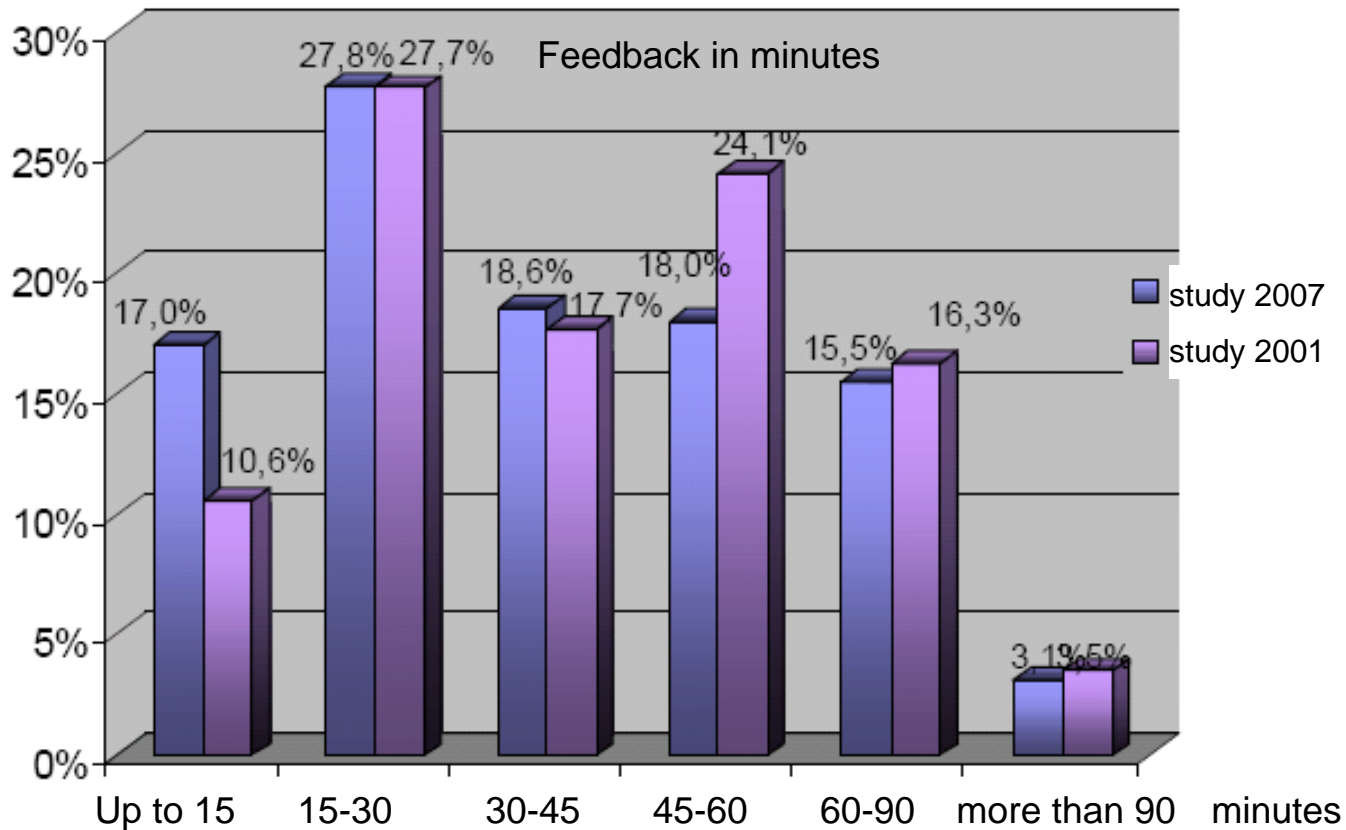
# How does the participant receive feedback?



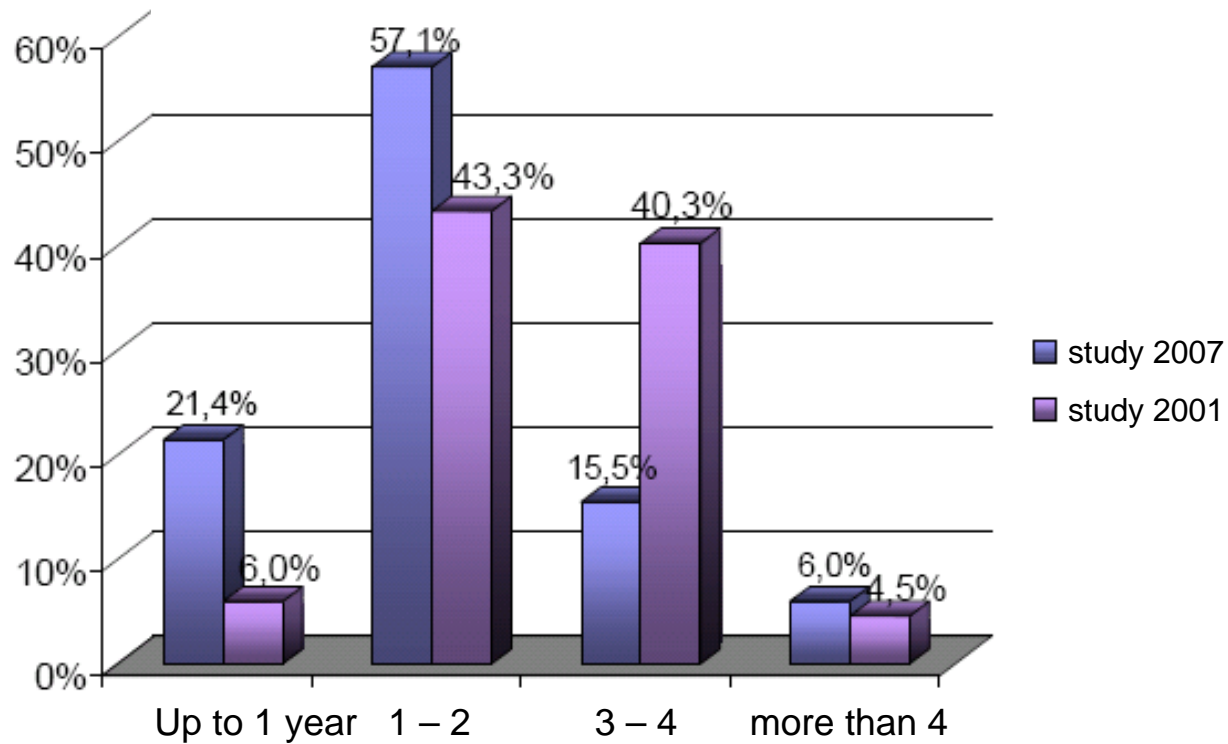
## When is the feedback given?



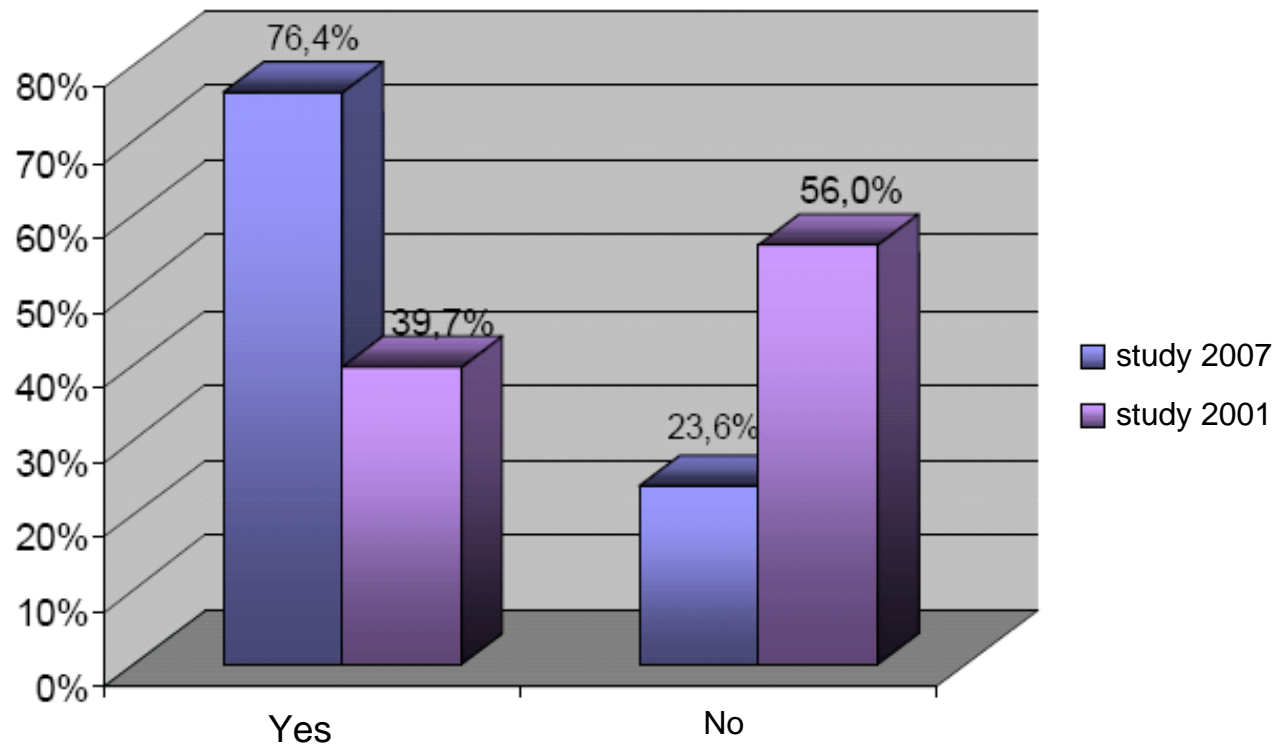
## How long will the feedback take?



## Second trial for Assessment Center?



## Is the AC systematically evaluated?



# What is the method used for the evaluation?

