



## Assessment centres – successful management selection

### State-of-the-art assessments

- Benoit Consulting works with only the very best assessment tools, recognized for their scientific pedigree, and tried and tested in the everyday business world. This helps to ensure that your candidates feel confident in the process
- The diagnostic procedures we use meet strict scientific criteria
- Our evaluation is based on observed behaviour
- We always strictly adhere to professional assessment centre standards. So, for example, two specialists evaluate each candidate together. By employing the “four eyes see more than two” principle, subjectivity is reduced and reliability increased

### Customized assessments – tailored solutions

- We tailor individual and group assessments to your requirements, your questions, your job profiles and your leadership competencies
- If required, we will be pleased to advise and support you through the process of defining the skills, aptitudes and competencies which will be evaluated
- Based on this, we then select the diagnostic instruments which will best suit the evaluation of these skills, aptitudes and competencies
- We can also carry out complete group assessments (including development and organisation). We recommend including your line and human resource managers as assessors, working alongside our specialists; naturally they will receive detailed training. This enables you to directly integrate your management culture into the evaluation process

### A sound investment

- Our “second opinion“, in the form of an assessment, eases your management selection decisions and at the same time provides you with valuable information about the future development potential of your executives
- By increasing your effectiveness, you reduce recruitment errors for key positions, and avoid wasting valuable time and energy thus, reducing costs

### Report

Within a few days, you will receive the assessment report, including a recommendation, a strengths and weaknesses profile and suggested areas for personal development.

### Additional specialists

Benoit Consulting is able to call on a pool of additional specialists as required.

### Quality Standards

Benoit Consulting is an accredited member of the Swiss Association for Assessment Centers.