



Göteborgs
Stad

Evaluation of Gothenburg Assessment Center



Validation Study Assessment Center in City of Gothenburg

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Is our Assessment Center a proper method for the selection of leaders ...

Improve our Assessment Centers

- Assessment Dimensions
- Exercises
- The work of the Assessors



Data from 2 sets of Assessment Centers

N=486

Strategic

N =158

51%men 49%
women

Operative

N=328

36%men 64%women



Reliability

Assessment dimensions

Influence others
Sensitivity to others
Social assuredness
Change Orientation
Goal and Resultorientation
Analytical Ability
Comprehensive View

AC-exercises

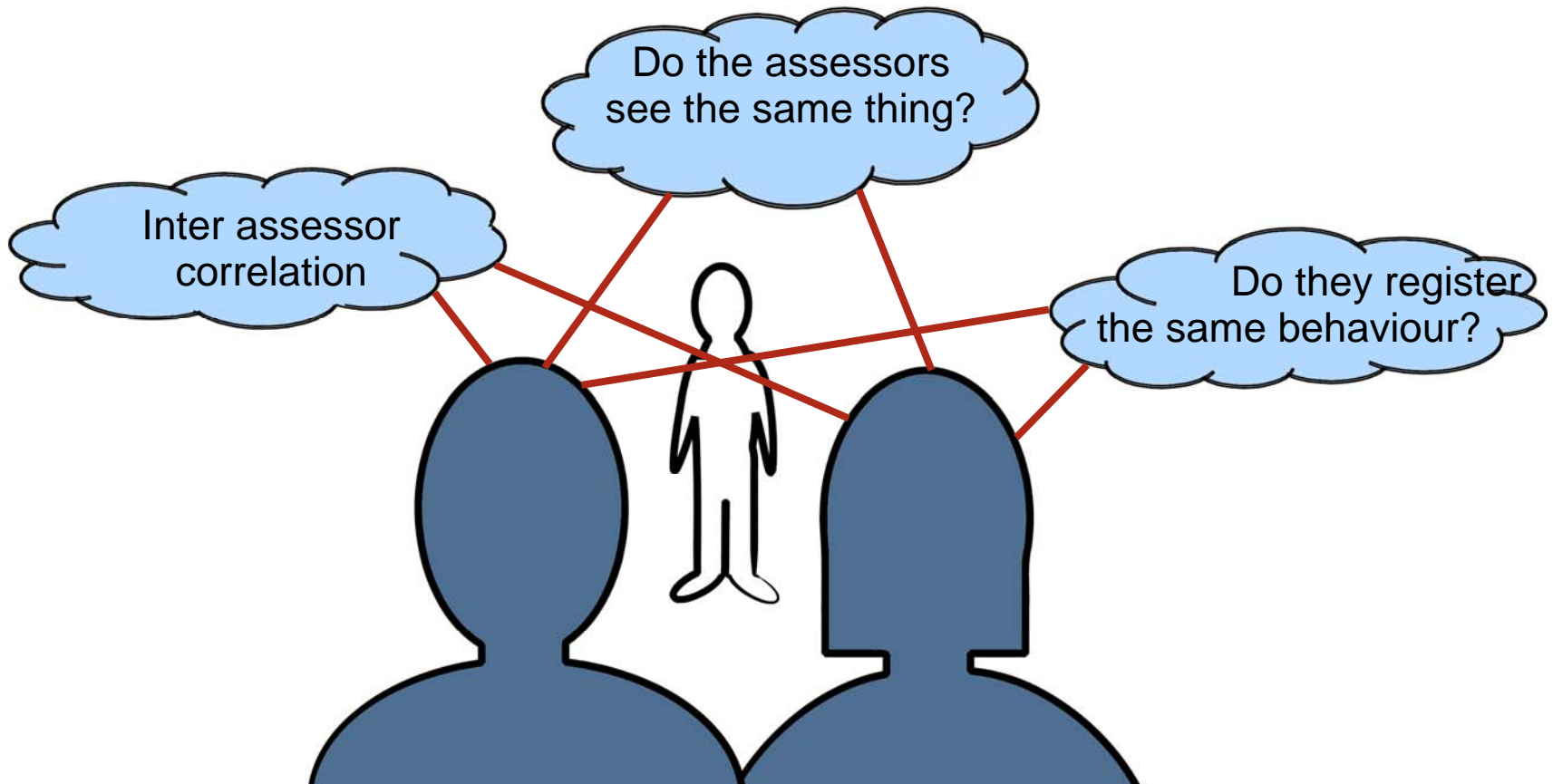
Presentation
Role play short unknown
Role play planned
Inbasket
Group

Results: Dimensions 0,64 – 0,83

Exercises 0,81 – 0,88



Reliability inter assessor correlation problem





Background data and the Assessment Centers

Positive Correlations

- General mental ability
- Educational level
(v curve)
- Age on a few dimensions

No correlations

- Sex
- Experience
- Self evaluations
- Personality OPQ



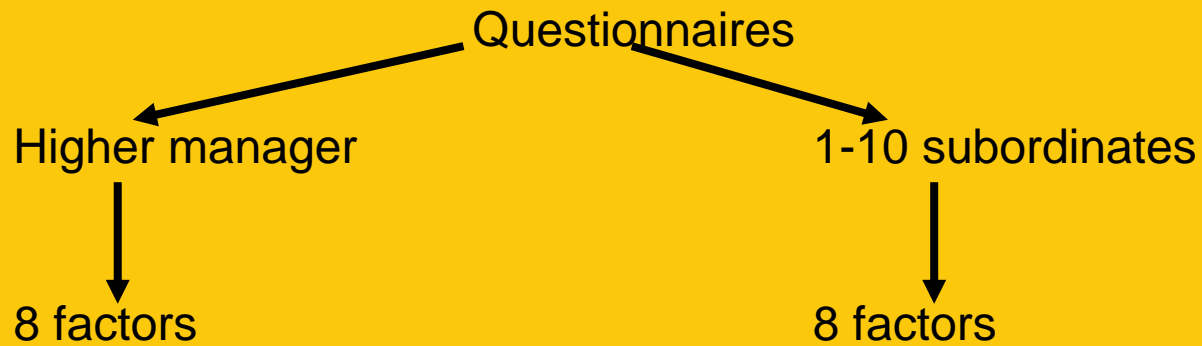
Differences between Centers

Strategic - higher on Verbal Intelligence

Strategic – Higher on Self Evaluation



Criterion variables





Criterion Variables

Managers

- Gives authority
- Orientation to Change
- Strategic approach
- Effective reports
- Recruits competent subordinates
- Economic Responsibility
- Inspires confidence
- Aware of organisational rules

Subordinates

- Effective leadership
- Mental Stability
- Effective communication
- Deals with conflicts
- Supports subordinates
- Creates possibilities
- Promotes independence
- Shows good judgement



Predictive Validity OAR

**6 dimensions
(without GMA)
Managers
0.30-0.33**

**6 dimensions
(without GMA)
Subordinates
0**



Validity (R Multiple correlation coefficient) (N=95 managers, 108 Subordinates)

Hot		Manager
Aware of Rules		0,47
Economic Responsibility		0,48
Authority		0,49
Strategic approach		0,51
Effective reports		0,58

Luke warm		Manager
Communication		0,30
Orientation to Change		0,33

Cold		Manager
Less than 0,20		
Recruits competent subordinates		

Subordinates	
Good judgement	0,49
Deals with conflicts	0,59
Supports subordinates	0,62

Subordinates	
Mental Stability	0,39
Promotes	
Independance	0,30
Effective Leadership	0,32

Subordinates	
Effective communication	
Creates possibilities	



Assessment Center is a proper method

**Earlier studies
on AC:**
0.30-0.50

GMA
0.50

Our Study
0.42 – 0.62