

Quality criteria for a professional assessment

- An experienced team of assessors with suitable training and professional practice
- Compliance with the “two observers rule”: a minimum of two assessors participate in the evaluation, and coordinate their observations and results
- Kick-off meeting with the lead assessor at the client’s office
- During the assessment, various procedures are implemented to ensure the aspects to be evaluated can be observed repeatedly
- The exercises are standardised and validated with an appropriate random sample
- Systematic, competence-oriented evaluation of results
- Swiss Assessment/SQS Quality Certificate: mpw guarantees it fully adheres to Swiss Assessment Quality Standards for the development, performance and evaluation of Assessments and Development Centers (please refer to www.swiss-assessment.ch).
- mpw exercises absolute discretion with regard to the information provided by clients and participants

Additional information for participants

- Stay authentic. Do not play a role which could distort our impression of you.
- Aside from the preparatory tasks, you don’t have to prepare for the assessment. Internet tips are confusing and not helpful.
- Our evaluation of your potential is based on the observations during the assessment only.
- We don’t have a dress code. Appear like to a normal day of work, you should feel comfortable.
- During the assessment, you will be provided with paper for notes and writing utensils, as well as a computer. If you prefer, you can also bring your own device.
- For lunch there are various restaurants and take-aways available close to our premises. If you prefer not to eat out, you can spend your lunch break undisturbed in your assessment office; we can provide you with beverages and small snacks. Of course, you can also bring lunch from home.
- Use the breaks for your relaxation. Do not take any work with you and, if possible, do not schedule other meetings