

## Remote Assessment

The mpw Remote Assessment provides a straightforward and efficient evaluation of a candidate's abilities and behaviour patterns with regard to a target position, and can be performed from virtually any location around the world. Unlike online-only assessments, this process includes a behaviour-oriented interactive component which is conducted via Skype over an approximate period of 4-hours, and constitutes the core of the assessment. In addition, the participant carries out various tasks online in advance and provides written preparatory documents (time requirement: 4–5 hours approximately). Together, the extensive preparatory part and the behaviour-oriented remote part allow a differentiated appraisal whose diagnostic conclusiveness is comparable to a classical Individual Assessment.

As an SQS/Swiss Assessment qualified service provider, mpw can guarantee the highest quality standards in Remote Assessments as well as in its standard range of assessments.

- Transparent and standardised observation and evaluation processes
- Consistent application of the four-eyes principle in the behaviour-oriented components of the assessment
- Experienced senior consultants
- Extensive mix of various practice-oriented exercises with a function-specific focus

### Advantages

As participants can undergo the Remote Assessment from any location they choose, there are no travel expenses or time lost travelling. Resources can therefore be better utilised. As with the classical Individual Assessment, the Remote Assessment provides an objective and neutral evaluation of the candidate's probability of success in the target position. Extensive feedback (both oral and written) sets the basis for a well-founded decision and the (targeted) advancement of the person being assessed. For participants, this assessment provides a valuable third-person evaluation and a definition of their current status.

### Areas of application

The Remote Assessment is an ideal tool for evaluating the potential of candidates to management and project management positions. It basically covers much of the same areas as the classical mpw assessment and mostly focuses on the evaluation of competences such as leadership, conflict-resolution and negotiating skills or problem-solving behaviour. Remote Assessments are utilized principally to determine suitability for new appointments or for the assignment to a new position within the same company when it is not possible for the candidate to travel to Switzerland at the time required. Potential may also be evaluated independent of the location by means of a Remote Assessment within the framework of career counselling.

Remote assessments can be carried out in English, German, French and Italian.

### Methods and Tools

As in the case of the classical mpw Individual Assessment, the Remote Assessment has a modular structure and can therefore be tailored specifically to the requirements of the mandating organisation. In our assessments we use tools from the following three areas:

- Personality and aptitude (e.g. interview, questionnaire)
- Work and performance (e.g. analytical procedure, computer simulation, case study)
- Interactive behaviour (e.g. discussion exercises, presentation, interview)

For its personality and problem-solving tests mpw utilizes established, scientifically appraised and user-friendly online tools. The remote part, including the interactive assessment components, is carried out via Skype or by telephone.

## Results

A written report provides a statement of the candidate's professional standing based on the requirements set by the mandating organisation. It is sent out electronically with identical contents both to the client and to the participant simultaneously. This five-page report is divided into the following sections:

- Practical recommendations with regard to the presumption of success in the target position
- Graphs illustrating the grading of evaluated skills
- A differentiated description of the skills evaluated
- A strengths and weaknesses profile
- Development goals and supportive measures

In addition to the written report, the participant is entitled to a detailed oral feedback (approximately 1 hour via Skype or phone). If desired, this can also be carried out with the participation of the client company.

## Scheduling

Remote Assessments can usually be carried out within ten days of being commissioned. However, it is necessary to allow 5–7 working days for the participant to undertake the preparatory tasks. The report is normally available within one week of the assessment. In urgent situations, an initial verbal report can be given on the day following the assessment.

## Contact

Our Business Support will be pleased to provide you with any additional information:  
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