



CENTRALINA
REGIONAL COUNCIL



Assessment Centers

Selecting the best candidate to hire or promote is an important decision for local governments, particularly leadership positions that are responsible for shaping the direction of the organization. Assessment centers provide a way of evaluating more than cognitive ability and personality. It's a standardized way of assessing small groups of people using multiple inputs such as simulation exercises with live role plays.

WHY DO ASSESSMENT CENTERS?

Assessment centers can be used to measure many different types of job-related competencies, including interpersonal skills, oral and written communication, planning, reasoning and problem-solving abilities. Applicants' ability to drive for results, influence others and tolerate stress are also evaluated. These competencies create a more complete picture of individuals over traditional methods like tests or interviews.

RECENT PARTNERS

Public Safety Positions

- 📍 **City of Kings Mountain:** Fire Chief
- 📍 **City of Statesville:** Fire Captain, Lieutenant and Battalion Chief; Police Sergeant, Captain and Corporal
- 📍 **Gaston County:** Police Sergeant and Captain
- 📍 **Town of Mooresville:** Fire Marshal

Other Management Positions

- 📍 **City of Gastonia:** Director of Communications & Marketing
- 📍 **City of Statesville:** Parks & Recreation Director
- 📍 **Town of Mooresville:** Communications Specialist
- 📍 **Town of Troutman:** Town Manager

OUR CUSTOMIZED APPROACH

Our process is tailored to meet a community's required goals and timelines and begins with a strategic planning discussion to outline needs and desired behaviors for the position. We then work with you to build exercises that fit the job requirements, recruit assessors, develop a schedule for the assessment center and create associated materials.

- **Real-Life Skills Testing** – Candidates are taken through a battery of job-related tasks similar to the duties and responsibilities of that specific position.
- **Peer Assessments** – Professionals holding the same position as that being assessed will observe and evaluate how well candidates perform in job-related simulations.

WHY WORK WITH US?

Assessment centers require extensive experience to develop, considerable logistical planning to set up and numerous personnel to administer. We have organized, trained facilitators equipped with proven tools and techniques to prepare and lead engaging, productive meetings.

- **Objective Point of View** – Our external and objective review of candidates will help provide additional insights and validation to make a confident decision.
- **Transparency to the Public** – Our transparent process helps to build trust with the public and increases confidence in a jurisdiction's hiring and promotional process.
- **Network of Potential Assessors** – We have established long-standing relationships throughout the region.
- **Partnership** – We use a collaborative approach to work together with communities to develop testing materials and exercises. We rely on your input to guide our work.

WORRY-FREE PROCESS



In addition to financial loss, hiring or promoting the wrong person can be disruptive to department staff and damage the organization's credibility with the public, so let us help you find the right person for the job. We strive to provide a process that gives you the most realistic view of a candidate's preparedness for the position and create unbiased assessment conditions that promote fairness and transparency.

READY TO GET STARTED?

Reach out to our Executive Director, Geraldine Gardner, at (704) 351-7130 or ggardner@centralina.org to receive a customized quote.