

Assessment Centre (Group Exercise) Framework

Use this form to self-assess your performance in group exercises, scoring it out of 9. For each section, score 1 if you tick any point in row 1, score 2 if you meet all the criteria in row 2, and score 3 if you meet all criteria in rows 2 and 3.

For assessment centre guidelines and further resources visit

lboro.ac.uk/services/careers/students-and-graduates/applications/assessment-centres/

Interpersonal Skills (Communication, Teamwork, Leadership)

1	<ul style="list-style-type: none"> • Overly dominates the conversation • Is too assertive or even demonstrates aggression • Shows a lack of contribution or contribution that adds value • Shares no (or very little) information or ideas with the group
2	<ul style="list-style-type: none"> • Contributes to the conversation in good proportion • Shares information, ideas, opinions positively, confidently and persuasively • Listens to others and encourages others to share information, ideas and opinions • Builds on others' ideas • Effectively builds relationships with others • Provides feedback and thoughts on other ideas • Use open, positive and encouraging body language
3	<ul style="list-style-type: none"> • Can reflect on conversations, draw conclusions and identify ways to move the discussion forward • Summarises and reflects on conversation, identifying possible criteria and key points to help group progress • Can link conversations together to identify possible patterns • Able to identify compromises • Able to build alliances through consensus seeking • Demonstrates assertiveness without damaging relationships • Demonstrates good emotional intelligence • Tactfully and diplomatically challenges other ideas when necessary

Analytical / Judgement / Decision Making Skills

1	<ul style="list-style-type: none"> • Demonstrates lack of understanding of case study or questions • Lacks commercial awareness (when appropriate to case study) • Doesn't demonstrate company values
2	<ul style="list-style-type: none"> • Demonstrates sound and justified judgement and decision making based on argument • Shows good analysis of the case study and questions raised • Shows alignment to company values
3	<ul style="list-style-type: none"> • Agile in judgement and adapting group strategy, based on context and arguments made

Organisational and Time Management Skills

1	<ul style="list-style-type: none"> • Loses track of time • Rushes to draw conclusions or prepare presentation (as appropriate)
2	<ul style="list-style-type: none"> • Keeps group on track based on time, content and context
3	<ul style="list-style-type: none"> • Finds ways to keep group on course without overly disrupting the rhythm or productivity of the group

Score out of 9 (Aim for a score of 7+)		Use the following Action Plan to note how you can develop and improve your performance in assessment centre group exercises.
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Assessment Centre (Group Exercise) Action Plan

Notes and action points to work on

Interpersonal Skills (Communication, Teamwork, Leadership):

Analytical / Judgement / Decision Making Skills:

Organisational and Time Management Skills:

When you have reviewed your group exercise performance using the framework, you can **book an appointment** to discuss it with the Careers Network team, who can support you with your next steps.

lboro.ac.uk/services/careers/students-and-graduates/book-appointment/