

assessment events

Assessment events are often used as part of our recruitment process and may require you to complete an interview, psychometric tests and various exercises designed to assess your suitability for the role that you have applied for. We value the opportunity that assessment events provide to involve multiple assessors, multiple assessment tools and multiple candidates.

Our assessment events may include a number of elements:

- **social/informal content**, where you might meet other candidates, assessors, future team colleagues and senior management. This is presented as an opportunity for you to find out about the organisation and to ask questions in a more casual setting.
- **information content** that provide details about Severn Trent and the role. Listen carefully, the information shared may be more up to date than your previous research. If you are unclear about anything, ask.
- **tests and exercises designed to assess your suitability for a role.** Assessors at these events measure you against a range of assessment criteria and each exercise is designed to assess one or more of these areas.

Before the event:

- Think about what skills and attributes we're looking for [these should be outlined in the job specification]. We will be selecting against these criteria so it's worth thinking about them in advance.
- If you are asked to prepare material [e.g. a presentation] before the event, make sure that you give yourself plenty of time to do this and practice so you are confident about what you are saying.
- If psychometric tests are involved, get hold of some practice papers or questions so you have some familiarity with them. There are some useful practice tests for you to try at www.shldirect.com – provided by the leading test publisher Saville & Holdsworth.
- Brush up on your knowledge of our business. Keep informed of current issues relevant to the job or Severn Trent. The Internet is a great starting point.
- Ensure that you know what the format is to be - ask if necessary. If you don't know exactly what is involved, read up on assessment centres and review what might be involved.
- Remember to let us know if you have any special requirements in advance – whether this is dietary, or relates to any form of disability.

At the event:

- Arrive in good time!
- Be polite and enthusiastic with all. Show your enthusiasm. Take the opportunity to talk to us.
- Listen carefully to instructions for any exercise and ask if you're not clear about what you have to do. Don't be tempted to launch straight in - make sure you understand the requirements of any task.
- You don't have to perform brilliantly in all activities. We know that some people will be better in some areas than others. Don't dwell on what you see as failures - concentrate on doing well in the next task.