



Application: Selection

Organisation: Local County Council

Background

A local County Council were keen to review employee roles as part of a range of developmental initiatives aimed at building on its strengths, and positioning itself in the heart of the community that it served.

The service needed to recruit into 38 new positions from a workforce of 65 staff. It was agreed that this would be achieved through a development centre approach to enable those successful staff to use the outcomes of the centre as part of the development plan for the new role. The overall development needs of the staff group would inform the production of an overall development plan for the service.

Process

As part of the design process the team reviewed UK psychometric tests and selected cdaq as most appropriate because of it's:

- Focus on individual preferences for interacting with others, making decisions, processing information and taking action - which closely mirrored the key behaviours required for the new role
- Excellent reliability and validity - cdaq is robust and well validated, comparing well with many UK market leaders
- User friendliness - the cdaq questionnaire is simple and straightforward and takes about 20 minutes to complete. It is web based and can be completed by respondents at their convenience. Reporting is quick and professional

An assessment process was designed in order to select into the role from the existing workforce. This included an interview, a presentation, a group discussion and written report in addition to cdaq. The results of these activities were scored and weighted alongside the cdaq profiles in order to identify both consistencies and inconsistencies against the appropriate competencies for the role.

Outcome

The project benefited from the use of cdaq as it contributed an extra dimension to the data provided by the other assessment methods. Candidates' measured performance was examined against their preferences across the same competencies, and this in turn informed key personal development areas, and also the team development needs.