



Consulting



ASSESSMENT  
**DAY**  
GUIDANCE  
FOR CANDIDATES

# INTRODUCTION

Congratulations you have passed the first stage of our selection process and have been invited to a QA Consulting assessment day.

The day is designed to measure the skills and behaviors required of you in order to be successful as a QA Consulting employee. The day will consist of a number of interactive group tasks, presentations and interviews.

During the interview stage of the day we will go into more detail of your skills and experience identified during your telephone interview.

The assessment day is a chance for us to get to know you and for you to learn more about us. The day is designed to be fun and interactive, we want to see your personality as well as understand your technical skills. Throughout the day, the team will be available to answer any questions you have about QA Consulting.

We hope you enjoy the day and wish you the best of luck.

Key tips: Get involved, be yourself and have fun!

## ASSESSMENT DAY ACTIVITIES

The day's activities will include:

**The Presentation:** This is an overview of the company and the opportunities available. If you are unclear about anything, this will be the time to ask.

**Multiple choice assessments:** You will complete a short java and aptitude assessment. This will allow us to measure where your strengths and weaknesses currently lie.

**Interview:** You will have a short interview with one of our assessors. The interview will allow us to gain an understand of your relevant skills, experience and career aspirations.

**The Multi-Task exercise:** The tasks are designed to test your skills in a number of different areas. The assessors will measure you against a set of competencies including:

- > Communication Skills
- > Clarity of Thought
- > Team Working
- > Delivery Focus
- > Speed of Action

**Team Presentation:** You will present the results of the multi task exercise at the end of the assessment day.

## PREPARATION

Please plan your journey carefully so that you arrive in good time for the start of the Assessment Day.

- › Remember that you have already done well to get to this stage so be confident and be ready to get stuck in to the tasks. You might even have fun! *You do not need to prepare anything specific for the Assessment Day, unless asked.*
- › Research QA Consulting. If you have any questions arising from this research please speak to your recruiter beforehand.
- › Think about your main strengths, particularly those you think are relevant to the position.
- › Consider any areas of potential improvement and think about how you will address them.
- › Prepare a list of questions you may want to ask in your interview.

## WHAT TO EXPECT

- › The Assessment team will consist of Trainers, Recruiters and Managers from within QA Consulting.
- › You are not being only assessed on what you know but on how you think, your personality and behaviors, so be yourself.
- › Listen carefully to the information and instructions given to you at the start of the day and always read the written information you are given thoroughly.
- › Not everyone is good at every exercise, but remember that the Assessment Day will give you a number of chances to show your strengths.
- › Remain focused and motivated for the whole day. You may not always understand the relevance of the tasks however your level of motivation and work ethic will be assessed throughout.
- › You are not being measured against the other candidates. It is possible that every candidate will achieve the necessary standard, in which case offers will be made to all.

## YOU WILL LEARN...

- › A lot about yourself; how you react in different situations, your strengths and weaknesses.
- › About QA Consulting; you will have the opportunity to talk with the assessors and if available, recent trainees and consultants. This is not part of the assessment, but it will give you a chance to learn what life in the company is like.
- › About the opportunities available within QA Consulting now and in the future.



#### **HANDOUT**

This handout is confidential and is for your guidance only. It is not to be passed to, or discussed with, anyone outside of QA Consulting

#### **QA Academy**

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