

Development Centres

A Development Centre is very similar to an Assessment Centre, apart from the main purpose the assessment exercises are to be completed.

An Assessment Centre is usually designed for purpose of enhancing a selection process, whereas the purpose of a Development Centre is the development of the participating individuals.

Both Assessment and Development Centres have the following features:

- Multiple participants assessed
- Multiple competencies or areas assessed
- Multiple exercises and methods of assessment
- Multiple assessors evaluate the responses to the assessments

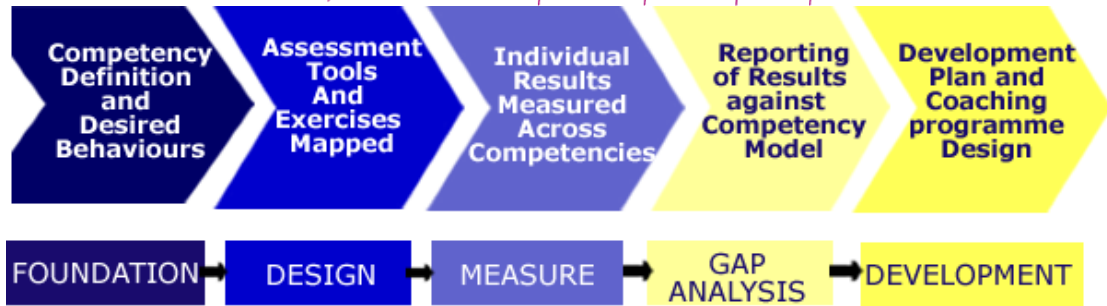
The main differences are given in the below table:

Assessment Centre	Development Centre
Typically has a pass/fail outcome	No pass/fail outcome
Purpose - selection, recruitment and promotion	Purpose – individual development, career planning and training needs
Internal and external candidates	Internal participants
Shorter timeline and feedback is not always included as part of the Assessment Centre process (but may be provided after)	Longer timeline with higher costs. Detailed feedback and inclusion of developmental activities
Ownership of assessment data lies with the organisation	Ownership of assessment data - shared between the organisation and participant
Lower ratio of assessors to candidates	Higher ratio of assessors to candidates and assessor need to have more skills
The Assessment Centre event evaluation criteria may not be shared openly	Detailed pre-event briefing as well as a high level of openness about Development Centre evaluation criteria
Less emphasis on self assessment	More emphasis on self assessment and peer assessment (e.g. 360° feedback)
End of the process	Beginning of the process

The process of Designing and Implementing a Development Centre is outlined below:



Where assessment expertise is part craft and part science



Refer to the Assessment Centre page for more information about Assessment and Development Centres.