

Odyssey.

Exercises for Assessment
and Development



Odyssey.

New angles in assessment & development centre exercises

What is Odyssey?

Odyssey is a diverse portfolio of leading-edge assessment and development tools.

Like a journey or an adventure, exercises developed using the Odyssey approach have a theme, with a beginning, middle and an end.

Designed to evoke a range of human emotions and motivations, using an Odyssey exercise will ensure that your assessment or development event is challenging, memorable and inspiring.

All Odyssey exercises are underpinned by the principles of:

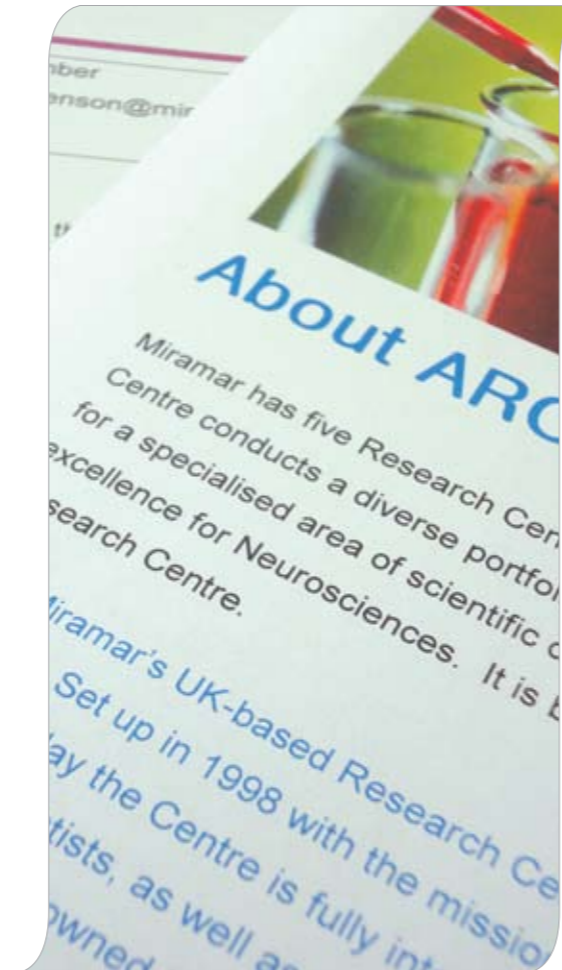
Engage your participants so you see high performance and real behaviours

Challenge your participants to see their true potential in response to exercises that reflect real business challenges

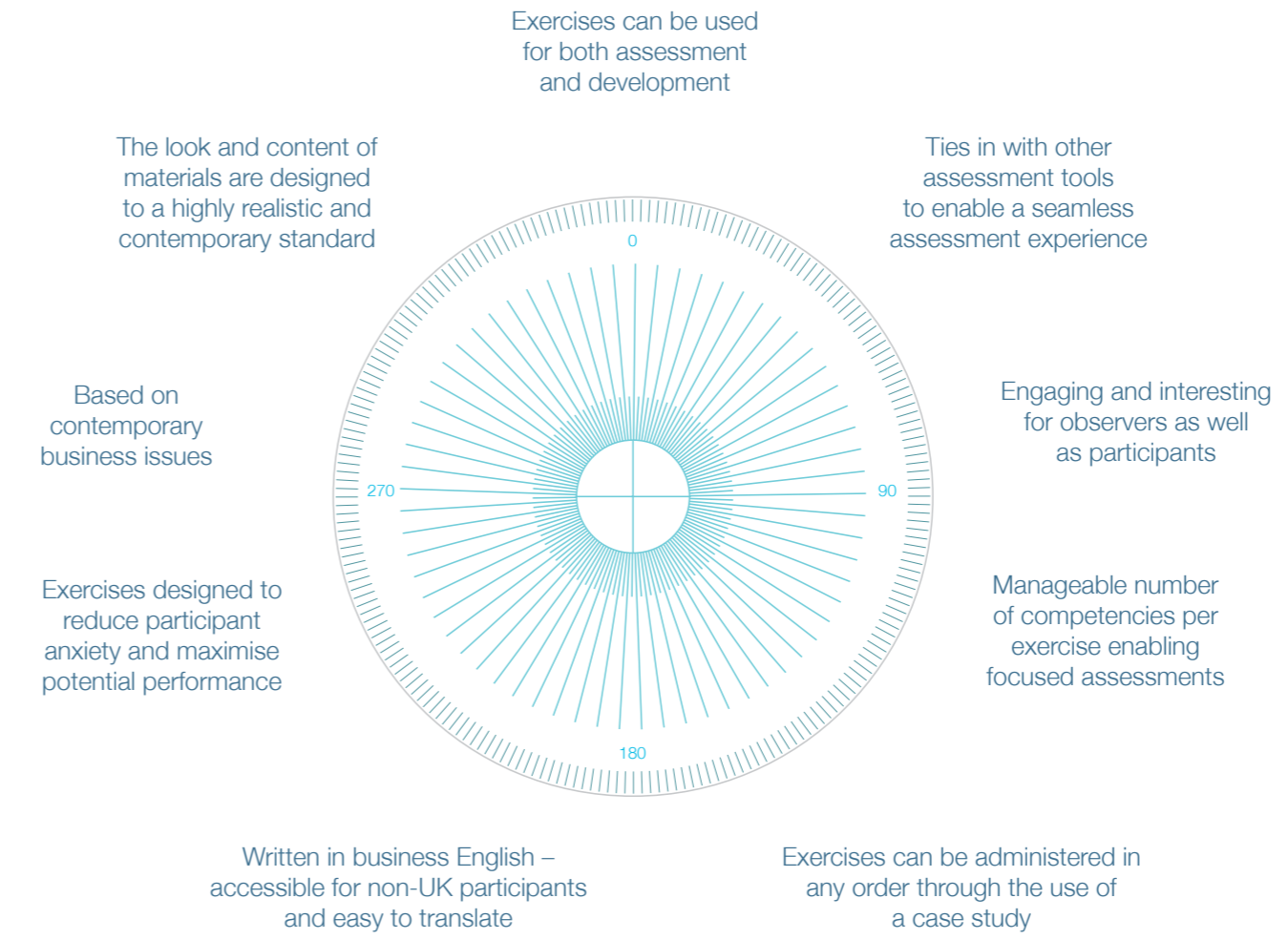
Insight for both you and the participant

Usability for observers and participant

Odyssey clients include:



So what are the new angles?



“ We have used both Criterion’s off-the-shelf and bespoke exercises for recruitment and development purposes.

Each time we have achieved great results, with the exercises enabling us to gain a realistic insight into the participant’s performance potential.

No matter what the brief, Criterion always seems to deliver beyond expectations! ”

Jo King - Training Manager
Dstl

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Your assessment needs

What Odyssey provides

What this means for you

How do I minimise impression management (participants trying to create an impression rather than being themselves)?

Focused timescales requiring full participation. A range of scenarios and levels of challenge that can be matched to your requirements.

Participants become so engaged in the activity that their true behaviours come to the fore.

How do I stop my assessors from getting bored?

No observed aspects of exercises more than 30 minutes, engaging exercise content and clear guidance notes.

Observers that are as interested in the content of the exercises as the participants, with plenty of opportunity to observe required behaviours.

How can I use the exercises to support development/induction?

A structured approach to collecting key information, debrief interviews and additional development planning materials available.

Full use is made of the information collected throughout the event, with a focus on supporting the participant's development.

I need to manage my assessment budget easily

Exercises can be bought individually. Discounts available for volume orders. No licence fees.

You only order what you need and are rewarded when you do want higher quantities of materials.

Our employer brand is really important. How do we ensure a positive candidate experience?

High face validity, clear instructions, optional debrief interviews and an emphasis within the scenarios on creating a positive outcome, such as a PR project, product launch, leadership initiative, etc.

Participants feel engaged and are able to experience a 'sense of achievement' as they progress through a scenario. The insights they develop further enhance their experience of the event.

Your assessment needs

What Odyssey provides

What this means for you

I need exercises that match our company's competency framework.

Competency definitions benchmarked against some of the most widely used private and public sector frameworks.

Assessment criteria that work with your company's success factors. Competency headings can also be adapted if required.

I need several exercises/only one exercise.

Exercises based on a case study and designed to work either individually or as part of a larger event where several are used together.

Greater flexibility in how you use assessment and development centre exercises, and less hassle when creating timetables.

How can I use the exercises to select the 'right candidate'?

Exercises designed to draw out real behaviours using a variety of formats, e.g. individual, group, presentation, written, etc.

The opportunity to observe key behaviours central to predicting performance in the job - a richer source of data than just using an interview.

I want exercises that are specific to our organisation.

The Odyssey approach can be applied to create bespoke exercises that meet your unique needs.

Better informed decisions, increased face validity and engagement with no repeat costs.

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How to use the Odyssey range of assessment & development centre exercises.

Using Criterion Partnership's range of exercises is easy. Just follow these 4 simple steps:

1. What do you need?

When designing your assessment or development centre there are a few key questions you need to answer:

How many people do I need to assess and how often?

When choosing your scenario and exercise it is useful to consider what your short-term and long-term requirements are.

It is possible for a particular portfolio of exercises to meet a number of assessment requirements – minimising costs and need for repeated assessor training.

What messages do I want to communicate?

Consider what kind of experience you want your participants to have and how you want to portray your organisation, department and the role through the activities you use.

The exercise portfolios available within Odyssey have been designed to reflect a range of different business scenarios and levels of challenge and complexity.

What are my timescales and budget?

How soon you are planning on running your event and the budget you have available will influence whether or not off-the-shelf or bespoke will be the best option.

If working to tight deadlines off-the-shelf exercises can be with you in 2-5 working days.

What do I need to measure?

When assessing your participants consider why you are running this event and what are the key success criteria you want to be able to measure, such as your competency framework, values or leadership model.

The Odyssey exercises have been designed to measure the most frequently assessed success criteria, and created to draw these out in a range of scenarios.

Competencies measured include:

- Communicating & Influencing
- Analysis
- Planning & Time Management
- Working Together
- Customer Awareness
- Commercial Awareness
- Creativity & Innovation
- Drive for Results
- Coaching (Developing) Others
- Leading Others
- Leading Change
- Strategic Focus

Bespoke or off-the-shelf?

Based upon your answers to the previous questions you will be in a good place to evaluate whether a bespoke or off-the-shelf solution will suit you best:

Advantages of bespoke exercises:

- Assesses your specific success criteria, leadership model or competencies
- Direct match with the key challenges of the role/s assessed
- Reflects your organisation's culture
- Differentiates you from your competitors
- Provides an engaging and memorable experience for participants
- Cost effective for high-volume and ongoing assessment needs as no repeat costs

For more information on having your own bespoke exercises created for your organisation call us on:

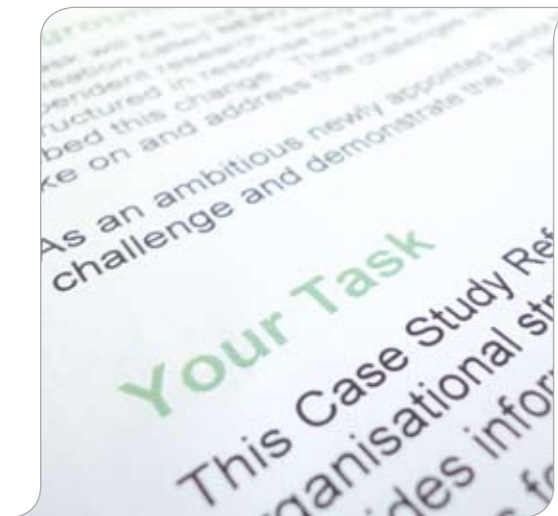
Tel. 01273 734000

Advantages of off-the-shelf:

- Measures the most frequently used competencies and key skills
- Available at short notice
- A wide range of business scenarios offered
- Exercises that are suitable for different levels of seniority
- Cost effective way of meeting short-term and/or low volume assessment needs



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2. Choose your exercises

Once you know what you want to measure you can decide how to measure it.

This stage includes deciding upon the type of exercises that will work best and also how these will fit into the practical constraints of participant numbers and location logistics.

How many people do you need to assess and how many observers do you have available?

Logistical questions such as these can influence the type of exercise you use. Practically, the greater the number of candidates you have the more observers you need.

For advice on which types of exercise will best suit your logistical requirements call us on 01273 734000.

How can I balance the measurement of my success criteria across the different exercises?

To effectively evaluate a participant's performance against your success criteria we recommend that you try to make sure that you measure each criteria in at least two different activities. That could be an exercise plus interview, or two different exercises.

What exercise types should I use?

There are lots of different exercise types available within the Odyssey series. When choosing an exercise firstly, consider how well it captures the success factors you want to measure. Secondly, consider how well that exercise type reflects the situations in which your participants would need to apply that competency in the job.

Types of exercises available within Odyssey:

Analysis Exercises:	Role-play Exercises:
Written	Influencing
Presentation	Coaching
	Fact-finding
Group Exercises:	Colleague
Assigned roles	Leadership
Non assigned roles	Customer
Presentation	Group
Focus group	

Project planning exercises

Strategic planning exercises

Visioning exercises

What is the level of role/challenge you want to measure?

Different exercise portfolios within Odyssey are designed to represent levels of challenge or role seniority. These range from junior/non-management through to mid-level and senior/director level roles.

Exercise scenarios available:

NWP: A community-based PR project aimed at the regeneration of a run-down area

CVM: The acquisition and re-launch of retail chain

CypherTech: Taking a new product to market

Nero: Embedding a recent restructure and consolidating a change programme

Miramar: Developing a leadership initiative to reinvigorate an established institution

“Criterion skillfully tailored the exercises to meet the specific needs of the organisation, and the flexibility of this customisation has been one of the outstanding features of the project.”

Saide Kuzeyli - Director Unida

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3. What level of support would you like?

To get you started, or to support your ongoing use of the Odyssey Assessment & Development centre exercises we can offer you a range of services:

Hands-on support

If you would like an experienced pair of hands (or several) at your event, we can provide one or more expert observers to:

- Act as Observers
- Providing support and guidance during the wash up session
- Oversee the logistics during the day
- Be on hand to deal with any difficult situations (with candidates or managers)
- Provide feedback after the event for evaluation purposes

Telephone support

We can provide you with tailored levels of support and guidance, including:

- Advice on job profiles and/or person specifications
- Guidance on sifting criteria
- Exercise recommendations
- Advice on timetable construction and logistics
- Support in dealing with a 'tricky' observer
- Post-event evaluation

Observer Training

The success of an assessment/development centre depends upon the skills of the observers. If you are unsure whether your observers possess the right skills, knowledge and attitudes we can help.

Criterion Partnership offers a range of observer training interventions that can be tailored to your particular needs. We can also incorporate specific training for your assessment/ development centre. Options include:

- 1-2 days Introductory courses for those with no previous experience. A practical and interactive workshop covering all the basics
- 1 day Master Class for those with prior experience. With a greater level of challenge this acts as a great refresher course, whilst taking your observer's skills to the next level

4. Place your order

Now that you know what exercises you want, and the level of support you would like call or email with your requirements:

Phone: 01273 734000
Email: letterbox@criterionpartnership.co.uk

Prices for all our Odyssey assessment and development centre exercises are listed on our website and are available on request.

Odyssey materials are normally dispatched the same day on orders placed before 2pm, subject to availability.

Getting the full picture

Assessment/development centres are most useful when you assess using a wide variety of tools. We can also offer psychometrics and development materials to enhance your event.

As part of your event...

Psychometrics

Personality assessments and aptitude tests provide deeper insights into participants' potential. When findings are explored alongside observations from other exercises and interviews, a fully rounded picture of the individual's job suitability or development needs is formed.

Criterion Attribute Library (CAL)

The CAL is a library of personality scales for use in occupational settings. With 46 separate and distinct behavioural scales to choose from, you can assemble a questionnaire focusing on the key elements of personality you want to assess.

Aptitude tests

These can provide valuable information on a participant's cognitive aptitudes. Designed to be upbeat and progressive, making demands of participants that are challenging but not threatening.

We are a leading publisher and distributor of psychometrics and our tools are available both in paper and pencil and through a highly innovative online service, Coast.

See our website for information or call.
www.criterionpartnership.co.uk
Tel: 01273 734000

After your event...

True Colours

Self-development brought to life. A library of self-development materials that aids follow-up on development priorities identified during assessment or development centres.

Designed to help your staff reflect on, plan and implement their personal development, participants select the appropriate modules from the True Colours library. Working through the modules empowers participants to take responsibility for their own self-development journey.

Available modules are structured to reflect the 3 critical phrases in self-development:

Reflection: identifying development priorities
Planning: creating realistic and practical plans
Implementation: making it happen

For more information see the True Colours Information Sheet. Available to download from our website or call to request directly.



About Criterion Partnership

Criterion Partnership is an occupational psychology consultancy and test publisher specialising in:

- **Online assessment**
- **Psychometrics**
- **Assessment & selection**
- **Learning and development**
- **Organisational development and change**

Since 1991, Criterion Partnership has earned a reputation as a leading provider of business psychology products and consultancy, delivering solutions that are creative, flexible, and which work for the people involved, as well as for the businesses those people represent.

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