

Assessment Day, Developed & delivered by Paradise for Travis Perkins

Paradise was asked by Travis Perkins to develop an assessment day at the time when Travis Perkins and Wickes were amalgamating the two security divisions. The day was to be used to assess which of the eight delegates would be interviewed for the senior vacancies available.

Our brief was to assess the eight individuals for:

- Analytical thinking
- Team communication
- Problem solving
- Presentation skills
- Team traits
- Leadership style
- Behavioural style

For the majority of the assessment day, the group were divided into smaller groups, each group rotating through a series of activities to assess their skill strengths and weaknesses.

All participants were required to give a 10 minute presentation with time allowed for planning and preparation.

Other activities used were:

- “Bring the Cows Home” – Testing for analytical thinking, attention to detail, problem solving, team work and behaviour;
- “Police Chase”- Testing for team work, leadership skills, communication and behaviour;
- “The Belbin Team Trait Test” and “Blake-Moulton and McGregor’s Leadership style” tests were completed for assessment.

Following the assessment day, a full briefing was given on each of the participants’ activity based assessments and the results of their written tests.

Client’s comments:

“This is the best thing you can do; to get the outcome you want, I would recommend it wholeheartedly”

