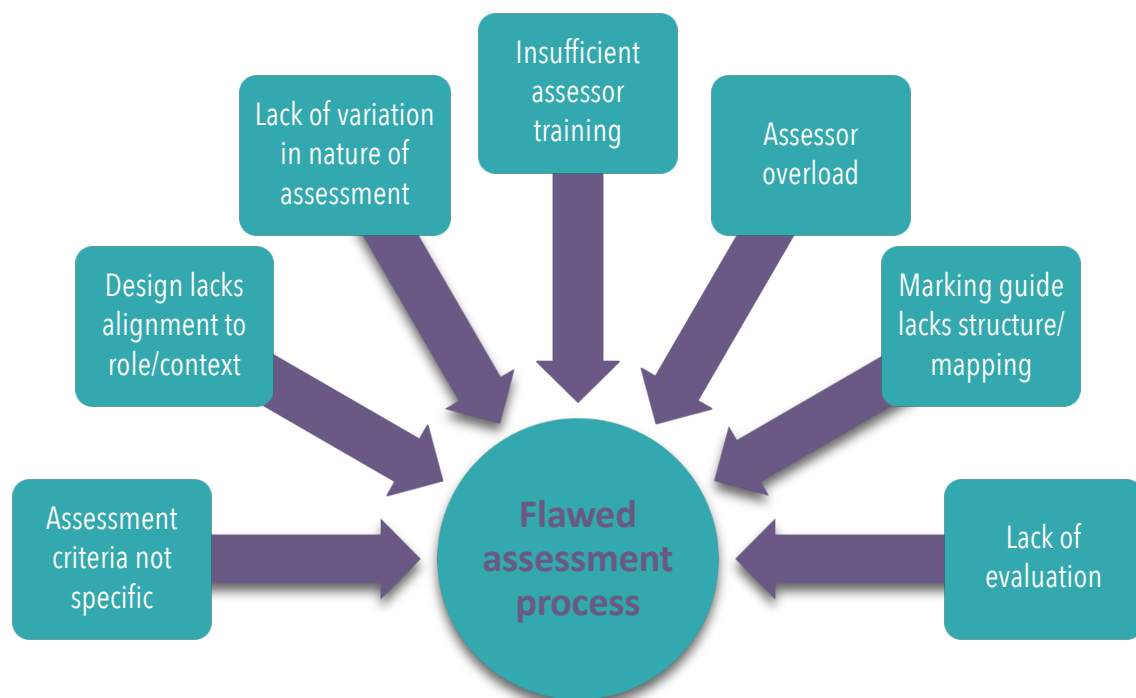# Resource Hub – Robust assessment events

It's always a challenge to design a suite of assessments that are fit for purpose, offering real insight against the assessment criteria, whilst providing a realistic candidate experience. Here's how to overcome some of the factors that can undermine assessment quality.

Insufficient assessor training

Lack of variation in nature of assessment

Assessor overload

Design lacks alignment to role/context

Marking guide lacks structure/ mapping

Assessment criteria not specific

Flawed assessment process

Lack of evaluation

Designing effective assessment events

Role analysis – The input of role experts (stakeholders/role holders) is essential to creating sound assessment criteria and an assessment event that really hits the mark. Focusing on what makes the difference between good and more mediocre role holders, in terms of behaviours and characteristics, is key.

Series of assessment activities – The most rounded assessment events are those that require behaviours to be demonstrated in different ways on different activities to build a picture against the criteria/competencies (and minimising any 'exercise effects'). If an individual can both describe what they do and put it into practice in a realistic setting, it is much more likely they will use these behaviours in the role.

Assessor training – It is really important not to skimp on assessor training or to assume that assessors will know what they are doing as they have assessed for other roles. Consistency between assessors (inter-rater reliability) is key to making reliable assessments and is aided by assessors having sufficient time to do their role properly, without being overloaded.

Behavioural indicators – As well as knowing what is required in the role, you need to understand what this will look like in the specific assessment activities that have been designed (e.g. having a list of behavioural indicators in your marking guide).

Evaluation – Wherever possible, is critical to understand how performance against the criteria from an assessment event relates to future job performance ('predictive validity'). If you have established little relationship between these aspects, the value of your assessment process could be undermined.

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