

# COMPETENCY ASSESSMENT

a reliable, objective  
service from Dearden

We always:

- Have a structured approach that is used intelligently in the light of your requirements.
- Provide the assessment in a way that enables candidates to perform at their best.
- Provide written and verbal feedback to the selection panel.
- Make the process developmental for all candidates by providing full feedback.

Further details overleaf...



**DEARDEN**  
search & selection



INVESTOR IN PEOPLE

## Dearden Assessment – tailored to your needs...

Dearden Search and Selection is accredited to provide assessment for posts in the NHS under the PASA Executive Search and Assessment Framework and we have experience from assessing over 700 candidates for the most senior posts in NHS organisations over the past two years.

Our assessment uses rigorous selection techniques to inform the final interview panel. The multi-faceted approach using psychometric instruments and work based exercises will include **some** of the following components:

- Competency interview
- Stakeholder Exercises
- Personality assessment
- Aptitude exercises
- Individual Presentation
- Case study

The competency report includes identification of areas that need further exploration and suggested questions to test out those areas.

Our aim is that an assessment centre is developmental for the candidates and full feedback is always given.

*“I thought the competency assessment would be valuable in our selection following reorganisation, but I didn’t realise just how useful it would be.”*

*Chief Operating Officer  
Mental Health Foundation Trust*

*“I found the assessment reports provided an impartial analysis of an individual’s capabilities and generated some really helpful information to support our selection process.”*

*Chief Executive of a large PCT*

*“I enjoyed my interview with you... so pleased to receive the call last night offering me the post... thank you for helping to restore my confidence... ”*

*Candidate*