

## Similarities and Differences among Turkey, International, and Other Country-Specific Assessment Center Standards

The Guideline Covers this Topic ●

The Guideline Covers partially this Topic ○

The Guideline doesn't cover this Topic -

**Table -1**

MAIN TOPICS COVERAGE	International	German	Russian	South Africa	United Kingdom	Turkey
Index	●	●	-	●	●	●
Intended Audience	-	-	●	-	-	●
Purpose	●	●	●	●	●	●
History of Guidelines	●	○	●	●	-	-
Definition of AC	●	-	●	●	●	●
Non-Assessment Center Activities	●	-	●	-	-	●
Assessment Center Purposes (AC & DC)	●	-	●	●	○	●
Assessment Center Policy Document	●	-	-	●	●	-
Assessor Training	●	●	●	●	●	●
Training and Qualifications of Other Assessment Center Staff	●	-	●	●	●	●
Validation Issues	●	-	●	●	●	-
Technology	●	-	●	-	●	●
Ethics, Legal Compliance, and Social Responsibility	●	-	●	●	●	●
Cros Cultural Issues	●	-	○	●	●	-
Glossary of Relevant Terms	●	-	●	-	●	●
Key Sources & References	●	-	○	●	-	●

**Table -2**

Essential Elements of an Assessment Center	International	German	Russian	South Africa	United Kingdom	Turkey
Job Analysis before AC	●	●	●	○	●	●
Behavioral Classification	●	○	●	●	●	●
Multiple Assessment Techniques	●	○	●	●	●	●
Competency-Dimension / AC Component Matrix	●	○	○	●	○	●
Simulations / Exercises	●	●	●	●	●	●
Multiple Assessors	●	●	○	●	○	●
Assessor Training	●	●	●	●	●	●
MAIN TECHNIC_Recording and Scoring of Behaviors	●	●	●	●	●	●
Data Integration	●	○	●	●	●	●
Standardization	●	○	●	●	●	●

**Table -3**

Preparation for an AC	International	German	Russian	South Africa	United Kingdom	Turkey
Making the decision to use an AC	○	-	●	-	●	●
Job analysis	●	●	●	●	●	●
Identification of competencies	●	○	●	●	●	●
Development and selection of simulation exercises	●	●	●	●	●	●
Types of a simulation	-	-	●	●	●	-
Using psychometric tests in Acs	○	○	●	○	○	●
AC program development	-	-	●	○	●	-
Briefing Candidates	●	●	●	●	○	●
Environment	-	○	○	-	●	○
Materials	○	○	○	-	●	○
Stakeholder involvement	○	-	-	-	●	○
Contingency planning	-	-	-	-	●	○
Technical Support	-	-	-	-	●	-
Registering and preparing Participants	-	○	-	-	●	○
Obtaining Consent of Participants	○	○	○	●	●	●
Preparation for Disability Persons	-	-	-	-	●	●

**Table -4**

AC delivery	International	German	Russian	South Africa	United Kingdom	Turkey
Organization of AC delivery, Facilitation & Management	-	○	○	-	●	○
The Ratio of Participants to Assessors	○	-	○	●	○	-
Observation and Recording of Behaviour	●	●	●	●	●	●
Data Integration	●	○	●	●	●	●
Feedback and Reports	○	●	●	●	●	●

**Table -5**

Issues related with AC Results	International	German	Russian	South Africa	United Kingdom	Turkey
<b>Sharing AC results to participants</b>						
Feedback to AC participants	○	●	●	●	●	●
Feedback to the customer	○	-	●	-	-	●
Providers of feedback	○	-	○	-	●	○
Mode & Content of feedback	○	○	○	○	●	●
Usage of AC results	○	-	●	-	○	●
Linkage between AC Results and HR Processes	-	○	○	●	○	-
Development Plans	○	○	○	●	-	●
Follow-Up Sessions	○	●	-	●	-	●

**Table -6**

<b>Post-Centre Review</b>	<b>International</b>	<b>German</b>	<b>Russian</b>	<b>South Africa</b>	<b>United Kingdom</b>	<b>Turkey</b>
Post-Centre Review	-	-	-	-	●	-
Evaluating the Centre process	○	○	●	●	●	-
Long-term evaluation	○	-	○	●	●	-
Validity estimation procedures	○	-	●	○	-	○
Example Centre Contract	-	-	-	-	●	-

**Table -7**

<b>Training Issues</b>	<b>International</b>	<b>German</b>	<b>Russian</b>	<b>South Africa</b>	<b>United Kingdom</b>	<b>Turkey</b>
Training Content	●	●	●	●	●	●
Training Length	●	●	●	●	●	●
Certification	●	-	-	-	-	●
Recency of Training and Experience	●	-	○	○	○	-
Monitoring of Assessor Performance	●	-	○	○	○	-
Accreditation Association	-	-	-	-	-	●

**Table -8**

<b>AC Roles</b>	<b>International</b>	<b>German</b>	<b>Russian</b>	<b>South Africa</b>	<b>United Kingdom</b>	<b>Turkey</b>
Assessors & Observers	●	●	●	●	●	●
Centre Managers & Facilitators	●	-	●	●	●	●
Centre Administrators	●	-	●	●	●	●
Role-players	●	-	●	●	●	●
Centre Designers	-	-	●	-	●	●
Exercise Designers	-	-	●	-	-	-
Feedback Generation Meeting Chair	-	-	-	-	●	-
Exercise facilitators	○	-	-	-	●	-
Organizational Decision Makers	○	-	-	-	-	-
Those who communicate information about the assessment center program	○	-	-	-	-	-
Persons who administer instructions to assesseees	○	-	-	-	-	-
Test administrators	○	-	-	-	-	-
Persons who tabulate and report assessment center results	○	-	-	-	-	-
Persons who write reports	○	-	-	-	-	-
Coaches and other persons who are responsible for delivering feedback	○	-	-	-	-	-
Other assistants and administrative support staff	○	-	-	-	-	-

**Table -9**

Ethical Issues	International	German	Russian	South Africa	United Kingdom	Turkey
Informed Participation	●	○	●	●	●	●
Assesse / Participant Rights	●	○	●	●	●	-
Assesse / Participant Responsibilities	-	-	-	-	-	-
Copyrights and Intellectual Property	●	-	-	-	-	○
Data Protection	●	-	-	-	●	●
Compliance with Relevant Employment Laws and Regulations	●	-	-	-	○	-
Principles of Ethical Responsibilities of Assessors	-	-	-	-	-	●
Principles of Ethical Responsibilities of Participants	-	-	-	-	-	●
Principles of Ethical Responsibilities of Service Provider	-	-	-	-	-	●
Principles of Ethical Responsibilities of Decision Makers	-	-	-	-	-	●

**Table -10**

Legal Issues	International	German	Russian	South Africa	United Kingdom	Turkey
Legal Issues	●	-	-	○	●	-
Equality and Diversity	○	-	-	-	●	-
Disability	-	-	-	-	●	●
Data Protection	●	●	-	-	●	●
Selection for Redundancy	-	-	-	-	●	○
AC materials and rules of their storage	○	-	●	-	●	●

**Table -11**

Assessors & Trainings	International	German	Russian	South Africa	United Kingdom	Turkey
Ratio of Assesseees to Assessors (AC)	several variables	-	2	2	2	2
Maximum Participant Number for Assessor In each simulation exercise	-	-	3	-	-	-
Training Lenght	difficult to specify	-	-	4 days	2 days	-
The time between assessor training and initial service	6 months	-	1 year	1 year	2 months	-
Minimum Assessor Number in each Exercise	-	2	2	-	-	-
Minimum Qualification for Assessor	-	-	-	masters degree in behavioural science	-	-

**Table -12**

Competencies / Dimensions / Simulations	International	German	Russian	South Africa	United Kingdom	Turkey
Maximum Competency Number in AC	-	-	-	10	-	-
Minimum Simulation Number in AC	-	3	-	2	-	2
Minimum "Observation Number" of a Dimension in AC	-	2	-	-	-	-
Maximum Competency/Dimension Number in each Exercise	-	5	5	5 - 7	-	4 - 6
Each Dimension has to be assessed in...	-	-	-	-	2 exercise	2 exercise
Group exercises minimum participant Number	-	-	3	-	-	-

**Table -13**

Other Issues	International	German	Russian	South Africa	United Kingdom	Turkey
Feedback Time	immediately	immediately	-	immediately	in 2 weeks	immediately
Use of Data	2 years	-	2 years	-	-	2 Years
Validation Period	-	2-5 years	-	-	2 year	-
AC major revision period	-	-	-	-	3-5 years	-
Timing for Informing the Participant	-	-	-	-	2-3 weeks before	2 weeks before
Maximum Written Report Delivery Time	-	-	-	-	-	5 days
Revision Period of Guideline	-	-	-	-	-	2 years