



The Yin and Yang of Technology Enhanced Assessment Centers: An Assessor Perspective

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Session Overview

- Introduction of Session
 - Structured Q&A
 - Audience Questions
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Stephanie Butler



Senior Director of Leadership Solutions at Assess Systems

Lynn Collins, Ph.D.



EVP and Chief Scientist, Fenestra Inc.

Sandra Hartog



President and CEO, Fenestra Inc.

Jessica Osedach



Executive Assessments Team,
Bank of America

Sandra Schlebusch



Managing Director at LEMASA -
Select Talent-Develop Talent-Nurture
Talent

Janice M. Ward



Principal, J.M.M Ward Consulting

Question 1

Describe your expertise (perspective) with traditional and technology enhanced assessment centers

Question 2

What technologies are being used by the assessor in the AC process?

Who is the assessor?

- Lynn
- Jessica
- Stephanie

Question 3

How has technology impacted the way you assess? What are the advantages or disadvantages that technology offers assessors?

- Stephanie
- Sandra
- Jessica

Question 4

Does the use of technology in an AC impact the skills you need as an assessor? Are there additional or deeper skills needed?

- Sandra
- Janis
- Lynn

Question 5

Regarding the assessment center modality (technology vs. traditional), is there a difference in the quality of the evaluation?

- Janis
- Lynn
- Sandra

Question 6

Regarding the assessment center modality (technology vs. traditional), is there a difference in the reactions to the centers? Participant? Stakeholders?

- Administrators - Jessica
- Assessors - Stephanie
- Hiring Managers - Stephanie
- Participants - Janis

Question 7

What recommendations do you have for assessors using technology?