

**Ohio Association of Chiefs of Police
Advisory Services**

FEEDBACK SESSIONS FOR CANDIDATES

Feedback from Candidates:

After the conclusion of an Assessment Center, a Lead Consultant typically holds a brief session with candidates to:

1. thank them for their cooperation,
2. ask them for any thoughts they might have about how to improve the process,
3. answer any general questions they may have about the Assessment Center process, and
4. explain the procedure for returning the Candidate Critique Forms.

Except for some extraordinary circumstance, feedback about performance should not be given to candidates immediately following an Assessment Center.

Feedback from Consultants to Candidates:

At the time of the Pre-Assessment meetings, clients should be asked if they want feedback given to the candidates relative to their performance in the Assessment Center. The Lead must discuss with the client the potential benefits and potential problems of providing feedback.

Potential benefits include:

1. use by candidates for professional growth
2. use by department for developing training programs
3. use of information in making promotional decisions
4. other benefits as determined by the Lead Consultant

Potential problems include:

1. legal and other challenges
2. morale issues for candidates & department
3. other problems as determined by the Lead Consultant

If the client requests a feedback session, the Lead and client should select a date after the final report is submitted. It is necessary for the Lead to have time to analyze results and to prepare complete, accurate and appropriate feedback for the candidates.

The Lead Consultant should inform the client that there will be an additional charge for the feedback session. The Lead should discuss the client's request with the Director of Advisory Services so that the appropriate charge can be added to the overall fee for the Assessment Center. The Director will contact the client about the amount of the fee and will add the cost of the feedback session to the client contract.

(Adopted on February 10, 2006 at the ASPC Meeting)