

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

**Considerations for Assessment Center Candidates – Preparation,
Performance and Understanding the Results**

1. It is not possible to perform optimally and obtain the best evaluation in an Assessment Center unless every effort is made to do one's very best. In this regard, the motivation to perform well in each and every exercise, along with adherence to all instructions is very important to the outcome.
2. Assessors are striving to learn as much about each candidate as possible during the course of the Assessment Center. Therefore, to the extent that candidates are invisible, maintain an extremely low profile, are mysterious, and/or convey the image of the strong, silent type, evaluations by assessors will more likely be less positive than had candidates been more open and revealing.
3. Not performing well in an Assessment Center means the behavior demonstrated by the candidate, in the judgment of the assessors, suggested a lack of readiness to assume supervisory, managerial, or executive responsibilities at the time. It is possible for a candidate's performance to worsen, improve, or stay the same in subsequent Assessment Centers. In this regard, one should not conclude they cannot become ready to assume supervisory, managerial, or executive responsibility sometime in the future.
4. Relatively poor performance in an Assessment Center does not mean that one is performing poorly in their present rank or position. Actually, they could be performing extremely well.
5. All promotional processes, including the Assessment Center, are highly competitive situations. Relatively small differences in performance then may have rather large consequences in terms of the final results and the ultimate promotional decisions that are made. One must therefore give the entire Assessment Center process his/her best effort.
6. Unless otherwise notified, candidates should dress appropriately in civilian apparel; bring a couple of pens, but no dictionaries, calculators, notes, nor any other materials.
7. Finally, candidates should get a good night's sleep prior to the Assessment Center. As much as possible, be yourself and be relaxed during the course of the Process.