

Group based Assessment Center Activities for Economist

Instructions for using Template during the Interview

The purpose of this template is to provide a guide for using these Group Based Exercises during an Assessment Center for hiring new candidates.

It provides a structured approach to evaluating candidates based on their technical and behavioral competencies required for the role.

Please follow the instructions below to ensure a fair and consistent evaluation of each candidate.

1. **Review the Technical and Behavioral Competency Requirements for the Role:** Please refer to Section 1 to review the technical and behavioral competency requirements for the role. This will help you understand the key skills, knowledge, and behaviors that are essential for the candidate to possess to be successful in the role.
2. **Use the Group-Based Exercises as Assessment Center Activities:** Please refer to Section 2 & 3 of this template to understand the different group-based exercises that you can use to assess the candidates. Each exercise has been designed to evaluate specific competencies required for the role.
3. **Complete the Assessor Evaluation Form:** Please use the Assessor Evaluation Form provided towards the end of Section 2 & 3 to record your ratings and observations about the candidate during the specific assessment center activity. This form will help you capture your feedback on the candidate's performance during the exercises and their overall fit for the role.
4. **Maintain Objectivity and Fairness:** Please ensure that you remain objective and fair throughout the assessment process. Avoid making assumptions or drawing conclusions based on factors that are not related to the candidate's

performance. Also, ensure that you provide feedback based on the candidate's demonstrated behaviors rather than their personality or personal characteristics.

Competencies Required For Economist

Technical Competency Requirements:

- Bachelor's degree in Economics or related field
- 2+ years of experience in economics or a related role
- Strong problem-solving and analytical skills
- Maintains interpersonal relationships, communication and interpersonal skills.
- Applies strong understanding of economic principles and standards

Behavioral Competency Requirements:

- Demonstrates strong attention to detail.
- Strong proficiency in economic analysis software and tools
- Strong ability to multitask and prioritize tasks effectively

Section 2: First Group Based Exercise-1

Activity Description: Group Discussion

Name of Group Based Exercise: Economic Presentation and Analysis

Objective: To assess the participants' ability to analyze financial data, produce effective reports and presentations, and communicate Economy related information clearly.

Competencies that will be assessed:

- Strong understanding of economic principles and standards
- Strong problem-solving and analytical skills
- Strong proficiency in economic analysis software and tools
- Produces reports and presentations that convey financial information effectively

Instructions for the assessor:

- For the Case Study, provide a real-world economic problem or scenario that the participants will analyze and provide a solution for.
- The participants will be given a set amount of time to analyze the problem and provide a written report of their findings.
- The assessor will evaluate the technical competencies demonstrated in the report, including the application of economic principles and software proficiency.
- For the Group Discussion, provide a list of economic tasks with varying levels of urgency and importance.
- The participants will work together to prioritize the tasks and provide reasoning for their decisions.
- The assessor will evaluate the behavioral competencies demonstrated in the discussion, including attention to detail, multitasking, and prioritization.

Instructions for the participants:

- For the Case Study, carefully read the problem or scenario provided and analyze the data provided to provide a written report of your findings and proposed solution.
- Utilize economic principles and software proficiency to support your analysis.

- For the Group Discussion, work together with your team to prioritize the economic tasks provided.
- Utilize your skills in multitasking and prioritization to come to a group consensus on the order of importance and urgency for each task

List of Job Aids that will be required to perform the activity:

- For the Group Discussion: a list of economic tasks with varying levels of urgency and importance.
- Presentation Software
- Microsoft Excel

Assessment Center Activity Assessor Evaluation Form

Participant Name:	
Assessor Name:	
Date:	

Instructions: Please provide ratings and observations based on the participant's performance during the assessment center activity. Use the rating scale below and provide specific examples to support your ratings.

Rating Scale:

- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Exceeds Expectations

<i>Competencies Assessed</i>	<i>Rating</i>	<i>Observations</i>
Strong understanding of economic principles and standards		
Produces reports and presentations that convey financial information effectively		
Strong proficiency in economic analysis software and tools		
Strong problem-solving and analytical skills		

Overall Assessment:

Based on the above criteria, please provide an overall assessment of the participant's performance during the assessment center activity.

Rating	
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Observations:

Please provide any additional comments or feedback about the participant's performance during the assessment center activity.

Additional Comments:



Template Collection

Signature	
Assessor	
Date	

Section 3: Group Based Exercise-2

Activity Description : Group Role Play

Name of Group Based Exercise: Prioritizing Economic Tasks

Objective: To assess behavioral competencies related to problem-solving and collaboration.

Competencies that will be assessed:

- Demonstrates organizational skills and attention to detail
- Collaborates to work independently and in a team environment
- Demonstrates strong problem-solving skills

Instructions for the assessor:

- Provide participants with a problem-solving simulation that requires them to work together in teams.
- Assign participants to groups of 4-5 people.
- Provide clear instructions on how to complete the simulation and what deliverables are expected.
- Observe participants as they work on the simulation and assess their behavioral competencies.

Instructions for the participants:

- Read the problem-solving simulation and review the information provided.
- Work with your group to identify potential solutions and develop an action plan.
- Assign tasks to group members based on their strengths and skills.
- Use effective communication and collaboration skills to work together and implement your action plan.

List of Job Aids that will be required to perform the activity:

- Problem-solving simulation
- Task assignment sheet
- Communication guidelines

Assessment Center Activity Assessor Evaluation Form

Participant Name:	
Assessor Name:	
Date:	

Instructions: Please provide ratings and observations based on the participant's performance during the assessment center activity. Use the rating scale below and provide specific examples to support your ratings.

Rating Scale:

- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Exceeds Expectations

<i>Competencies Assessed</i>	<i>Rating</i>	<i>Observations</i>
Demonstrates organizational skills and attention to detail		
Demonstrates strong problem-solving skills		
Collaborates to work independently and in a team environment		



Overall Assessment:

Based on the above criteria, please provide an overall assessment of the participant's performance during the assessment center activity.

Rating	
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Observations:

Please provide any additional comments or feedback about the participant's performance during the assessment center activity.

Additional Comments:

Signature	
Assessor	
Date	