

## Potential Appraisal and Development Seminar (PA + DS)

The PA+DS is intended as an important module in employee development and career planning.

The basic concept of the PA + DS corresponds to that of a classical assessment center in many aspects. Company-specific assessment centers are generally considered as the most valuable procedure in potential appraisal!

The PA+DS incorporates the advantages of the assessment center, but is accompanied by some new conceptual features which make it better suited for the area of application intended and it can thereby avoid some typical problems of assessment centers as well.

### .System Description

As in an assessment center, the participants in a PA+DS also act in a standardised sequence of company-specific exercises which simulate practice-related interpersonal situations.

The essential difference is to be found in the manner in which the appraisal takes place.

In the PA+DS, we no longer assume evaluation of the behaviour exclusively through a large number of observers, such as through the observer conference at the end of an assessment center, but rather work with a concept of combined self-appraisal and appraisal by others.

After every exercise, the participants evaluate their own behaviour on the basis of self-appraisal questionnaires and also formulate their impressions of the behaviour of each of the other participants on an appraisal form.

To achieve an extensive evaluation of every participant by the other participants, the observations and the evaluations of the groups are systematised with the help of moderation techniques.

An important additional dimension which can also be measured in this form of seminar is the ability to evaluate oneself and other persons.

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