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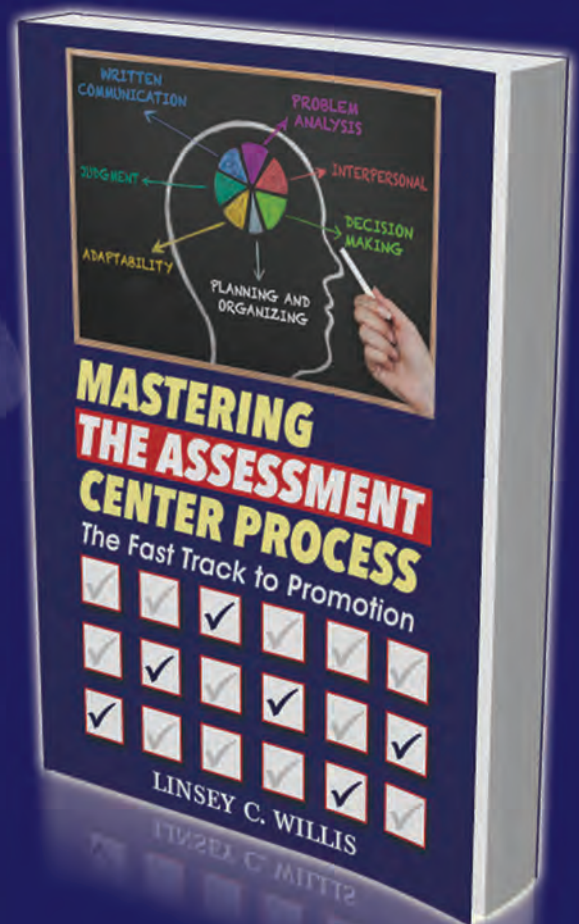


# MASTERING THE ASSESSMENT CENTER PROCESS

The Fast Track to Promotion

BY LINSEY C. WILLIS

*Most books on the assessment center process cover primarily its history, the skill dimensions, a description of the process and provide a few sample exercises. What makes this book different is that it provides an experiential approach to preparing for an assessment center by including numerous practice exercises, experiential learning, role player scripts, sample detailed Assessor Guides, and information from an experienced professional who has a 360-degree view of assessment center processes.*



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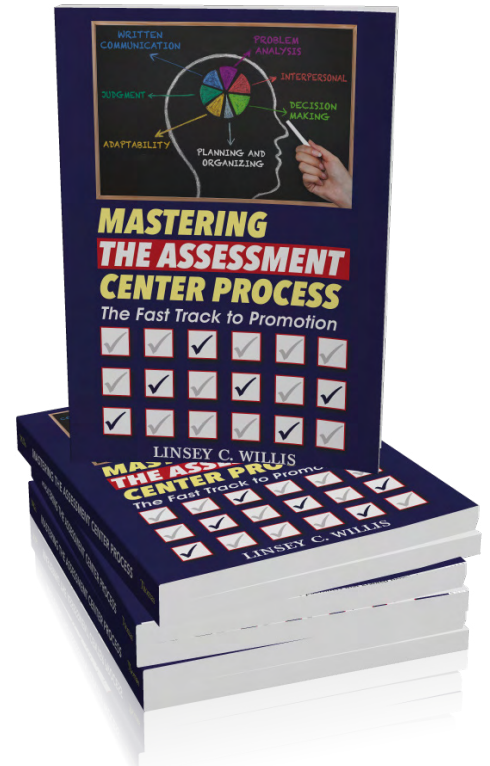
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# Contents

This book has been written for all police officers who want to be promoted, whether to sergeant, lieutenant, captain, deputy or assistant chief or chief or any person from a state or federal law enforcement agency. And anyone interested in learning more about the assessment center process of candidate evaluation, to include practitioners working in human resource departments or Industrial Organizational psychologists and the like may also find this book useful. This book is not designed to teach HR professionals how to design an assessment center process, nor is it to be considered a comprehensive textbook on the subject.

The majority of the chapters in this book contain sample exercises which you can complete, and then later review with the Assessor Guides, role player scripts and other material contained in the Exhibits Appendix. Sample candidate reports may be found in Chapter 16. It is not necessary to read the chapters consecutively because each chapter is written to stand alone. If you choose to start reading in the middle or near the end of the book, you will not feel that what you just learned is disconnected from another chapter. I do, however, recommend that if you have little or no understanding of the assessment center process, that you read the book from cover to cover.




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