



ASSESSMENT CENTRE

If you're successful at the video interview stage, you may be invited to a assessment centre. We'll give you all the instructions you'll need at the time, but here's some hints and tips to help get you prepared:

HINTS AND TIPS

**BARRATT**
DEVELOPMENTS PLC

GET TO KNOW US AND THE INDUSTRY BETTER

You will have already completed some research ahead of your video interview, but you'll need to do a whole lot more. Get to know more about us; the type of projects we do, the type of people who work here as well as some of the challenges our business faces, now and in the future.

KNOW WHO WE'RE LOOKING FOR

Throughout the process, we'll be assessing you against our competencies, which are a set of behaviours we look for in our candidates. Take a look on our careers website to find out more detail, and consider how you match up. Think about how you might demonstrate this on the day using the STAR framework (Situational, Task, Action, Result).

Big
picture
focus

Builds
relationships

Engages
others to
deliver

Focused
on
success

Putting
the
customer
first

Drives change
and continuous
improvement

BE PROFESSIONAL

Ensure that you dress appropriately and be conscious of your body language. Sit with your back straight and shoulders open. A whopping 55% of communication is non-verbal, and another 38% is conveyed through tone of voice; your words only amount to 7%. Plan your journey in advance and leave yourself enough time to travel to the assessment centre.



PRESENTATION PRACTICE



Ahead of the day, we'll ask you to prepare a presentation using visual aids (usually PowerPoint). We'll let you know the topic beforehand. In the meantime, practice presenting to friends and family on a topic of your choice, and invite your audience to ask you questions afterwards.

ASK QUESTIONS

Don't forget, the assessment centre is a chance for you to learn about us too, so make sure you take the opportunity to ask questions and find out if we're right for you.



BE YOURSELF!

Relax, enjoy it, and most importantly, be yourself. Try to bring enthusiasm and passion for the role you're applying for.

We hope to see you at the assessment centre!