

Assessment Center Purpose Statement

The Assessment Center evaluates students on core competencies that are needed to perform well in both an academic and work setting. One goal of the assessment process is to identify strengths and weaknesses of the individual being assessed, thus allowing the individual to customize their course work to their training needs. A second goal is to assess the impact and effectiveness of the Indiana University Northwest curriculum by evaluating student improvement in core competencies.

Students will receive an informational packet concerning the assessment process prior to being assessed, and will be assessed as freshmen and prior to graduation. Assessors will be chosen from the business community and will have management experience. The assessors will be thoroughly trained and their performance as an assessor will be evaluated prior to functioning as an assessor. Feedback will be given to the individual participant and their academic advisor. The use of the data will be confined to student and curriculum development.

When is it?

Assessment Center participants complete numerous exercises during a four hour time span. Most of the exercises are performed individually, but group exercises are also included. Because a group activity is involved, and because there are many logistics involved in the Assessment Center process, we must schedule specific times for students to attend. It is also imperative that students who are scheduled for a particular day and time arrive as scheduled.

The Assessment Center will provide you with a tremendous asset, so we ask that you make it a point to attend and to do your best on the exercises.

The Assessment Center is incorporated into specific courses. Your professor will give you instructions on how to register, when to attend, and what you need to do before you attend. Please make sure that you understand these instructions and follow them correctly. If you have any questions, speak to your professor or contact the Assessment Center.

**We look forward
to seeing you there!**

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Northwest
Assessment Center**

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**Indiana
University
Northwest**

Indiana University Northwest

**Assessment
Center**



Navigating
the journey of
student development for lifelong success

**Student
Development
Program**

W e l c o m e !

The Assessment Center staff would like to welcome you to Indiana University Northwest. We commend you for your desire to pursue your college degree. You came to Indiana University Northwest in search of a new career or a better paying job, and it is the Assessment Center's responsibility to help you achieve that goal.

Our Student Development Program will help you maximize your experience at Indiana University Northwest.

A career takes more than a college degree. Employers are looking for more than an intelligent individual. They need someone who can communicate with coworkers, manage others, and create solutions to problems that are not always obvious. Employers are looking for well rounded individuals who can delegate responsibilities, resolve conflict, and satisfy client needs. This is where the Indiana University Northwest Assessment Center is going to lead you to success.

Let's face it, competition is fierce, and you deserve any advantage that you can get. The Assessment Center is going to expose you to real world experiences that are going to assess your ability to handle real problems.

Your personalized feedback from the Assessment Center will allow you to develop the skills that employers value.

W h a t i s i t ?

The Indiana University Northwest Assessment Center has been strategically designed to provide you with the most beneficial experience possible. During the Assessment Center process, you will complete multiple exercises that are designed to assess the specific skills that will help you succeed in college and in the workplace. The exercises include:

- *One-on-One role plays*
- *Group discussions*
- *Presentations*
- *Computer-based projects*
- *Computer-based case analyses*

The skills that will be assessed are:

- *Critical Thinking*
- *Leadership*
- *Financial Impact Analysis*
- *Delegation*
- *Coaching*
- *Interpersonal Communication*
- *Written Communication*
- *Presentation Skills*
- *Teamwork*
- *Conflict Management*
- *Client Relations*
- *Ethics*
- *Cultural Diversity*

Your performance in the Assessment Center exercises will be evaluated by trained assessors, including respected business professionals. Your scores are then compiled into a Feedback Report that details your

strengths, as well as areas that require additional development. After reviewing your feedback report, you will prepare your development plan, which will include course work and extra curricular activities geared toward your professional needs. Your development plan is your first step toward becoming the success that you want to be.

Pursuing your development plan will allow you to make the most of your time at Indiana University Northwest and will help you land that ideal job once you graduate!

The Assessment Center benefits both you and your potential employer. You will benefit from the Assessment Center because you will learn what skills you need to develop more fully. As you develop these skills, you will become better prepared for your studies and your future employment.

Your employer will benefit from your participation in the Assessment Center because you will be better prepared for the workplace. Your employer will know that you have already identified the skills you need to develop and have spent several years improving those skills.

It's a win-win situation!

The Assessment Center staff look forward to working with you during your time here at IU Northwest and beyond!