Selection: Individual Diagnostics in Personnel Selection and Consultancy

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Selection is part of a large scale project that aims to enhance the skills education in the study of Psychology. Training takes place in advanced courses for professional conversation skills in, among others, personnel selection and consultancy. The program Selection shows the student the proces of selection and the tools available (techniques, methods, tests, etc.). It focusses on teaching diagnostic and conversation skills in an interactive manner. The student has the role of a junior consultant and with the guidance of a virtual senior advisor he has to select the most eligible person applying for a job. When students are finished, the skills are practiced in threesomes under supervision of a teacher. The program is distributed via an Intranet and multi-media elements are used extensively. A preliminary evaluation has shown that students are satisfied with the contents of the program and enjoyed doing it, and think it represents the professional practice very well.