



EPSO ASSESSMENT CENTRE Q&A LIVE SESSION

Presented by EU Training

WWW.EUTRAINING.EU

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AGENDA

The EPSO Assessment Centre

The Role of "Behavioural Competencies"

The Case study

General Competency-based Interview

Motivational Interview

The Group Exercise

The Oral Presentation

Preparation sources

Questions & Answers





THE EPSO ASSESSMENT CENTRE

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WHAT MAKES YOU THINK I'M STRESSED ABOUT MY EPSO EXAM...?

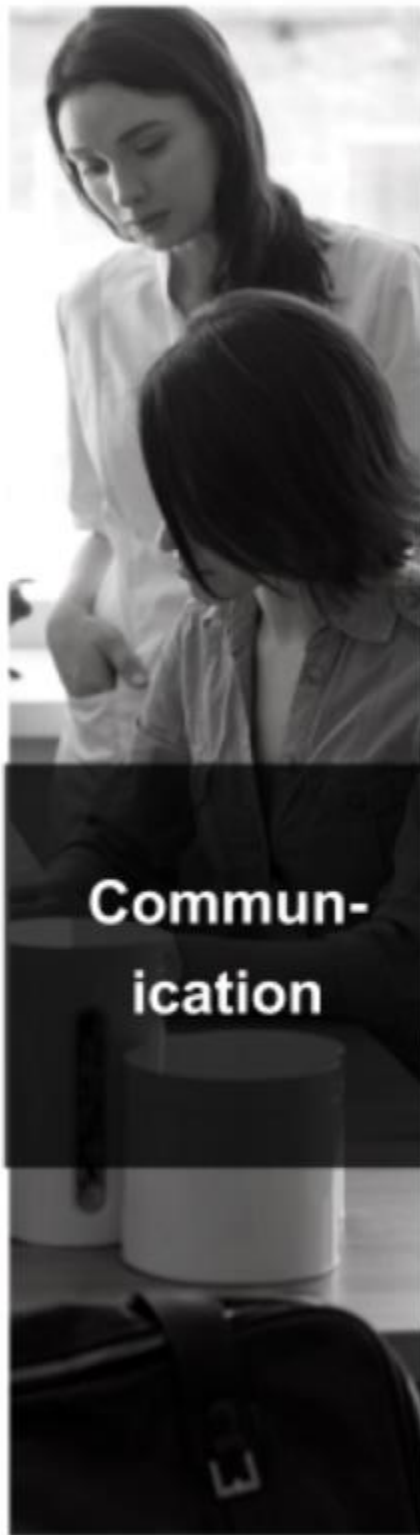


THE ROLE OF BEHAVIORAL COMPETENCIES

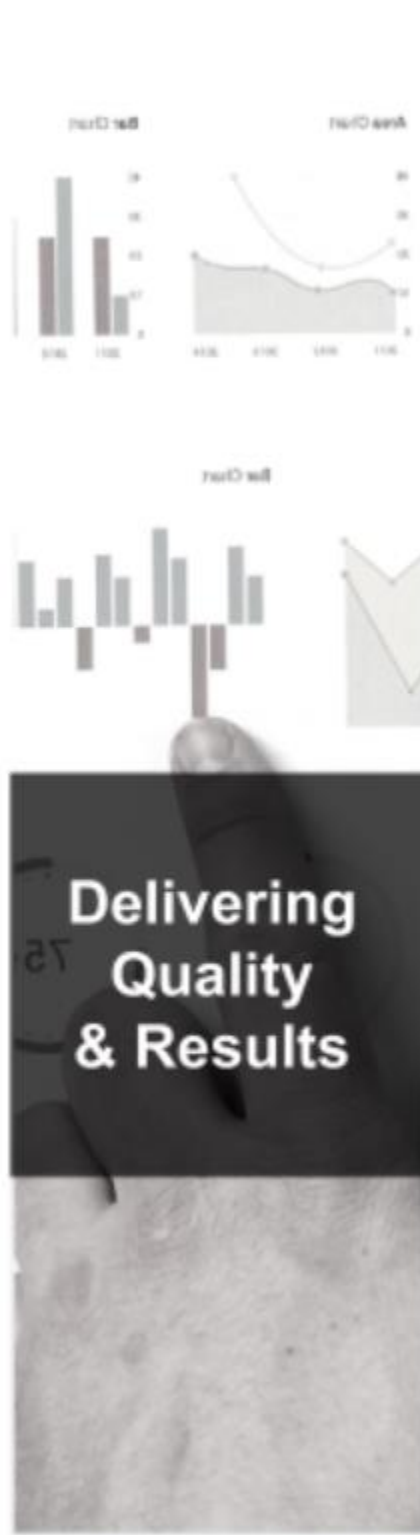
THE 7+1 EPSO COMPETENCIES TESTED



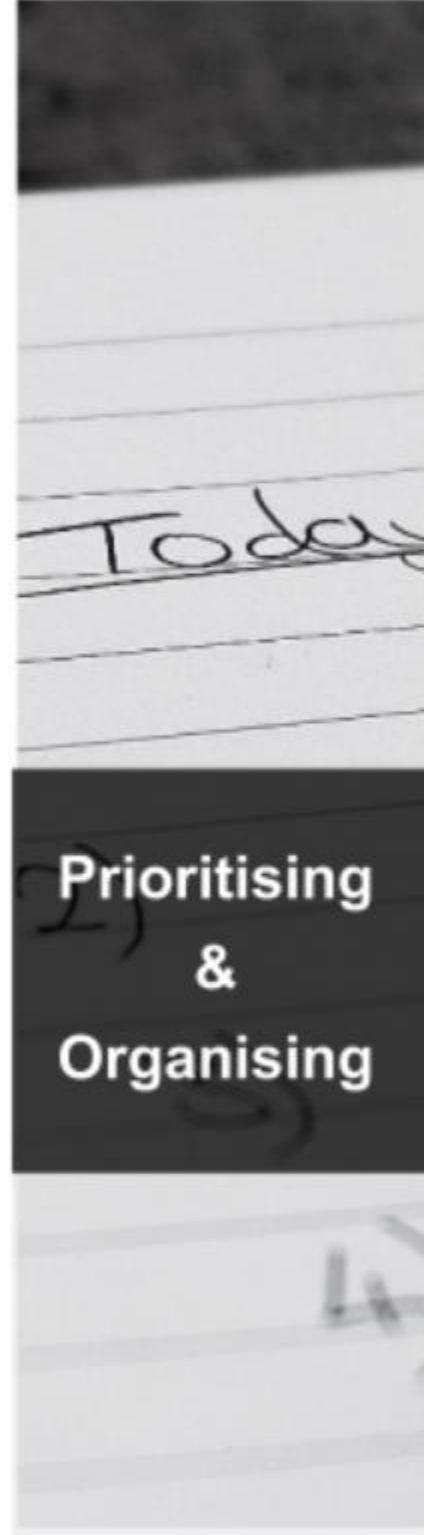
**Analysing
& Problem
Solving**



**Commun-
ication**



**Delivering
Quality
& Results**



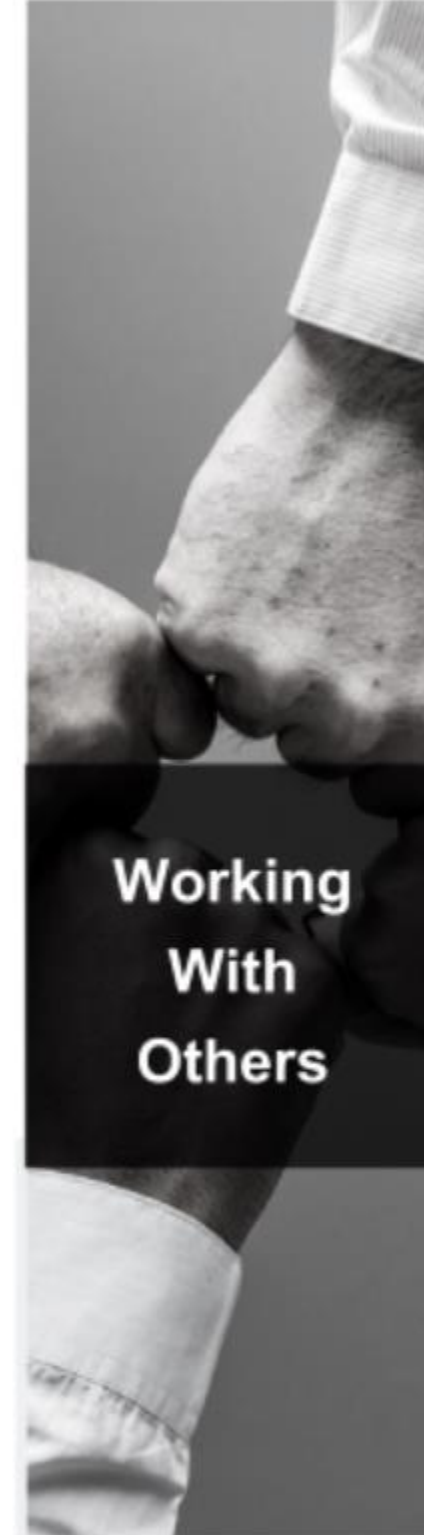
**Prioritising
&
Organising**



**Learning
&
Development**



Resilience



**Working
With
Others**



**Leadership
(for AD
only)**

THE EPSO ASSESSMENT MATRIX EXAMPLE

Competency	Tests	
1. Analysis and problem solving	Oral presentation	e-tray
2. Communication	Oral presentation	Case study
3. Delivering quality and results	Case study	e-tray
4. Learning and development	Group exercise	Competency-based interview
5. Prioritising and organising	Case study	e-tray
6. Resilience	Oral presentation	Competency-based interview
7. Working with others	Group exercise	e-tray
8. Leadership	Group exercise	Competency-based interview

Pass marks: 3/10 per competency and 50/80 in total.

Test	Pass mark
Motivational interview	5/10

WORKING WITH OTHERS						
Negative Indicators	1	2	3	4	5	Positive Indicators
Makes decisions in isolation without consulting others						Includes relevant others in decision making
Ignores, or belittles the contributions of others						Praises the contributions of others
Adopts a silo mentality, does not co-operate with other organisational areas						Works co-operatively across organisational areas
Ignores others						Actively listens to others
Fails to consider individual differences in background, skills or motivations						Effectively utilises the diverse range of backgrounds, skills and motivations of their team
Shows no concern for the emotional state of others						Shows a concern for the emotional state of others

SCORING OF THE COMPETENCIES





THE CASE STUDY

WHAT IS THE CASE STUDY?



**Written
simulation
exercise**



**Based on a
"realistic"
scenario**



**With multiple
background
information**



**To answer
questions
in an essay
format**



**Under time
pressure**



**And ensure
proper
formatting**



**Analytical
and
communic-a
tion skills**



**Along with
delivering
results**



**And
prioritising
/organising
skills**





EPSO Case Study Exam Insights

WEBINAR RECORDING

This webinar offers a detailed overview of the Case Study component of the EPSO Assessment Centre and explores the methodologies to get the highest scores, offers practical advice on how to structure your time and manage difficulties.

EPSO CASE STUDY SIMULATIONS

We have many Case Study simulations available in English and French.

Plus we are adding one new Case Study in German, Italian and Spanish THIS WEEK!

+ have your Case Study evaluated

Receive feedback with comments and suggestions for improvement.

Evaluation within 5 days or less.

Send a request any time.

Case Study Evaluation comes with a sample solution.

IMPORTANT: only ENGLISH and FRENCH language Case Studies can be evaluated.





THE COMPETENCY BASED INTERVIEW

A FEW TYPICAL QUESTIONS

Learning & development:

'Tell me about a time when you needed to learn a complex new skill or procedure

Resilience:

'Tell me about a time when you had to deal with a stressful situation at work

Leadership:

'Describe a change or achievement where you had to drive a team through or convince them of a change. How did you achieve this?'



THE EPSO ASSESSMENT CENTRE

90 SECONDS



SITUATION

Who, where, when

Avoid too many details

Maximum 2 sentences



TASK

What did you need to do?

Describe the exact task

Be brief



ACTION

Your role

What did YOU do, a list of actions

This is the most detailed



RESULT

Take-away

Outcome

Lessons learnt





EPSO Competency Based Interview Insights

WEBINAR RECORDING

This webinar offers a detailed overview of both the General Competency Based Interview, and the Interview in the Field components of the EPSO Assessment Centre. It explores the methodologies to get the highest scores, gives practical advice on how to prepare for these types of interviews and how to effectively present the information assessors are looking for.

A woman with long dark hair, wearing a white collared shirt, is shown in profile, looking towards the left. Her hands are clasped together in front of her, and she appears to be speaking or listening intently. The background is blurred, suggesting an office or meeting environment. The entire image has a light blue-grey overlay.

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EPSO AC COMPETENCY BASED INTERVIEW MASTER CLASS

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THE MOTIVATIONAL INTERVIEW

THE MOTIVATIONAL INTERVIEW

20 min structured interview – following a fixed script, with follow-up questions

Used for the first time by EPSO for the AD5 2018 competition

The pass mark is 5/10 (10 points max out of 90)

Limited number of questions but face pace

THE TOPICS:

The origin of your interest in working for the EU

Awareness and commitment to EU values

Understanding of present and future challenges of the EU

Expectations regarding an EU career

Knowledge of the EU and its origins, the EU institutions and the main EU policies*



TIPS & TRICKS FOR PREPARATION

MAKE A LIST

Draw up your own list of motivations. E.g.: work in an international organisation, to build Europe, career enhancement, salary, shape European policy, wish to live in Brussels, etc.

NARRATIVE

Prepare a narrative to explain your motivation, colour it with real-life events

REVIEW

Study, read websites and articles on EU-related topics, be up-to-date

LEARN MORE

Listen to our webinar on motivational interview



EPSO Motivational Interview Insights

LIVE WEBINAR - 19 MARCH @ 17:00

This webinar offers a detailed overview of the Motivational Interview component of the EPSO Assessment Centre and discusses how to prepare for this interview, explores what EPSO aims to measure through this test and how to prepare effectively for it.



THE GROUP EXERCISE

Working as a team to resolve a present issue

Measures interpersonal skills

Realistic scenario

Need to reach an outcome

6 people in the group and minimum 4 assessors

Learning & Development

Working With Others

Leadership

15 minutes to read the background briefing (10-12 pages)

50 minutes for the exercise

You can have the background documents with you

You can take notes, write on the paper

Everyone gets the same briefing

Last page: DIFFERENT, but instructions always the same

No hierarchy: everyone is equal

Group task: Make sure to reach a conclusion by the end



EPSO Group Exercise Insights

WEBINAR RECORDING

This webinar offers a detailed overview of the Group Exercise component of the EPSO Assessment Centre and explores the methodologies to get the highest scores, gives practical advice on how to prepare for this exercise and how to navigate the complexities of this test.



JOIN OUR NEXT GROUP EXERCISE SIMULATION
EPSO AC GROUP EXERCISE MASTER CLASS

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THE ORAL PRESENTATION

THE ORAL PRESENTATION

3 Sections

Preparation (15 + 5 min)

Presentation (10 min) only your notes and the flip-chart are allowed

Q&A (10 min)

Applied Knowledge

70% how, 30% what

Competencies

Analysing and Problem Solving

Communicating

Resilience



EPSO Oral Presentation Insights

WEBINAR RECORDING

This webinar offers a detailed overview of the Oral Presentation component of the EPSO Assessment Centre and explores the methodologies to get the highest scores, gives practical advice on how to structure your time and present well.



OTHER RESOURCES

Join an EPSO community...

FACEBOOK PAGES

"EPSO ADMINISTRATOR GENERALIST EXAMS (AD5)"

"EPSO GRADUATE ADMINISTRATOR (AD5) - ETRAY TIPS"

"EPSO ASSESSMENT CENTRE - AD5 GRADUATE ADMINISTRATORS"

Engage with other candidates and
learn from their experiences.

A grayscale photograph of a group of business professionals in a meeting. In the foreground, a woman with her hair in a bun and a man with a beard are looking at a document together, both smiling. Behind them, other people are seated at a table, also looking at documents. The background shows a window with a view of a city.

PRACTICE MAKES PERFECT.

JOIN OUR NEXT FULL-DAY ASSESSMENT CENTRE SIMULATION

(Special sessions available for AD5 Generalists and EPSO Specialist competitions)

www.eutrainng.eu



Personal Coaching

FOR ALL STAGES OF THE EPSO SELECTION PROCESS

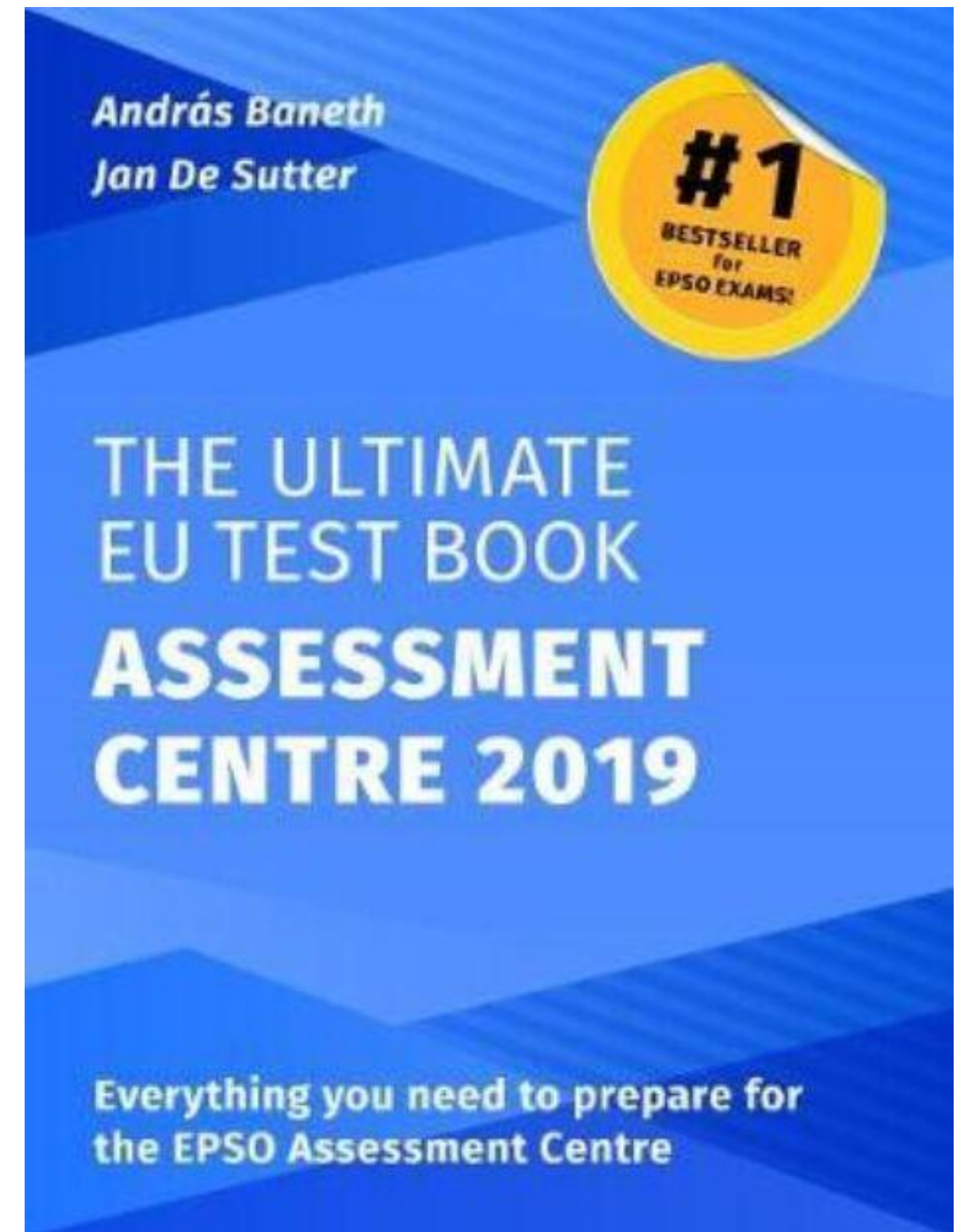
- One-on-one coaching sessions with an EPSO expert
- Sessions are tailored according to your needs, but can include:
 - Highlighting improvement opportunities
 - Exam strategies development and best practices
 - Exam methodology clarification
 - Practice simulations
- Coaching sessions available via Skype, or in person at our training venue in Brussels

THE ULTIMATE EU TEST BOOK
Assessment Centre edition

FREE EU COURSES

<https://eutraining.eu/resources/eu-courses>

FREE TIPS & TIPS ARTICLES





THANK YOU

20% OFF

EPSO PRACTICE TEST PACKAGES
AND WEBINAR RECORDINGS

Use code: **EPSO2020AC**
Valid for 48 Hours!
(until 7pm Friday, 21 February)

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