



# EPSO ASSESSMENT CENTRE Q&A LIVE SESSION

Presented by EU Training - 19 JANUARY 2021

# TODAY'S SPEAKERS

**Follow-up Questions:**  
EU Training Support Team  
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## ANDRÁS BANETH

EU Training Co-founder  
Author of Europe's best-selling prep  
book: *The Ultimate EU Test Book*

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## TICIANA TUCCI

EU Training Assessment Centre Coach  
Trained Psychologist

Over 20 years of experience in HR  
recruitment and selection





**THE EPSO AC - ONLINE**

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# WHAT HAS CHANGED?

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**ENVIRONMENT  
(ONLINE PLATFORM)**



**NO  
GROUP EXERCISE**



**SCBI  
ADDED**



# THE ONLINE PLATFORM

- Conducted virtually via Skype for Business.  
"Remote Assessment Centre - Instructions" on EPSO website. [CLICK HERE](#)
- Connectivity Trial with an EPSO Assistant.  
Approx. 2-weeks before your virtual test sessions.
- Will receive an invitation to each of your Assessment Centre tests.  
Approx. 1-week before the test date.
- Not all interviews / tests may take place on the same day.
- Computer-Based Tests still sat at testing centers (currently).  
Case Study, Written Test in the field, Translation Tests, CBT reasoning tests etc.



# NO GROUP EXERCISE

Those candidates that completed their Assessment Centre before COVID in an ongoing competition...

**YOUR GROUP EXERCISE  
SCORE WILL  
NO LONGER COUNT.**

**YOU WILL NEED TO  
COMPLETE AN  
ADDITIONAL TEST:  
  
SITUATIONAL COMPETENCY-  
BASED INTERVIEW (SCBI)**



# SCBI: WHAT IS IT?

**AN INTERVIEW TO MEASURE GENERAL COMPETENCIES BY ASKING THE CANDIDATE HOW THEY WOULD REACT IN A SPECIFIC SITUATION THAT IS GIVEN.**

**DIFFERENT FROM THE CBI WHERE THE ANSWER IS BASED ON CONCRETE AND REAL EXAMPLES THAT HAVE HAPPENED IN YOUR PROFESSIONAL LIFE.**



# SCBI: WHAT TO EXPECT

**2-3 WEEKS BEFORE THE INTERVIEW YOU WILL GET ACCESS TO THE ASSIGNMENT PACK THAT IS SPECIFIC TO YOUR COMPETITION**

**YOU WILL BE ASKED TO REPLACE A COLLEAGUE AND ASSUME RESPONSIBILITY FOR VARIOUS TASKS AND SITUATIONS TO BE DISCUSSED DURING THE INTERVIEW**

**DURING THE INTERVIEW, ADDITIONAL SITUATIONS, NOT BASED ON THE ASSIGNMENT WILL ALSO BE INCLUDED**

**THE INTERVIEWER PROVIDES ADDITIONAL INFORMATION DURING THE INTERVIEW, ACCORDING TO A SEMI-STRUCTURED SCRIPT**

**ASSESSORS WILL BE EXPECTING SHORT/CONCISE ANSWERS - SIMILAR TO THE CBI**

**THERE WILL BE A HIGH VOLUME OF QUESTIONS (APPROX. 15-20 QUESTIONS)**

**SOME OF THESE WILL BE FOLLOW-UP QUESTIONS BASED ON YOUR INITIAL ANSWERS**

# SCBI: NEED TO KNOW...

**THERE ARE NO  
RIGHT OR WRONG  
ANSWERS.**

**THERE ARE NO  
BEST OR WORSE  
ANSWERS.**

**THERE IS YOUR  
ANSWER AND HOW  
YOU JUSTIFY AND  
BUILD YOUR  
ARGUMENTS TO  
DEFEND YOUR  
POSITION.**

Each candidate  
could have a  
different solution  
for the SCBI and  
all can be correct.

**PREVIOUS  
KNOWLEDGE IS  
NOT REQUIRED  
TO COMPLETE THE  
ASSIGNMENT OR  
TO ANSWER THE  
QUESTIONS  
EFFECTIVELY.**



# WHAT EPSO ASSESSORS WILL BE LOOKING FOR

THE ASSESSMENT IS ABOUT BEHAVIOUR AND NOT EXPERTISE

**WILL BE LOOKING AT  
THE WAY YOU REACT  
RATHER THAN A DEEP  
KNOWLEDGE OF THE  
ASSIGNMENT PACK.**

## **ASSESSED ON THE FOLLOWING COMPETENCIES:**

Analyses and Problem Solving  
Prioritising and Organising  
Resilience  
Learning and Development  
Working with Others  
Leadership  
Communication

HINT: TAKE A CAREFUL LOOK AT THE COMPETENCIES AND  
WHAT IS EXPECTED FOR EACH OF THEM (INDICATORS)



# TIPS TO SUCCEED

- ☒ Read the assignment very carefully.
- ☒ Practice with someone in a virtual setting (like it will be).
- ☒ If in doubt, ask the interviewer - you're supposed to interact.
- ☒ You can use information from other sources when answering questions. (Remember to mention any additional research you've done and refer to the source when using it in your answer.)
- ☒ Can consult your notes / assignment pack during the interview.

SAMPLE SCBI ASSIGNMENT PACK AVAILABLE HERE ON THE EPSO WEBSITE



# COMPETENCIES

## FOUNDATION OF AN ASSESSMENT CENTRE

### COMPETENCIES

Please give an example of a situation when you had to undergo a lot of stress.

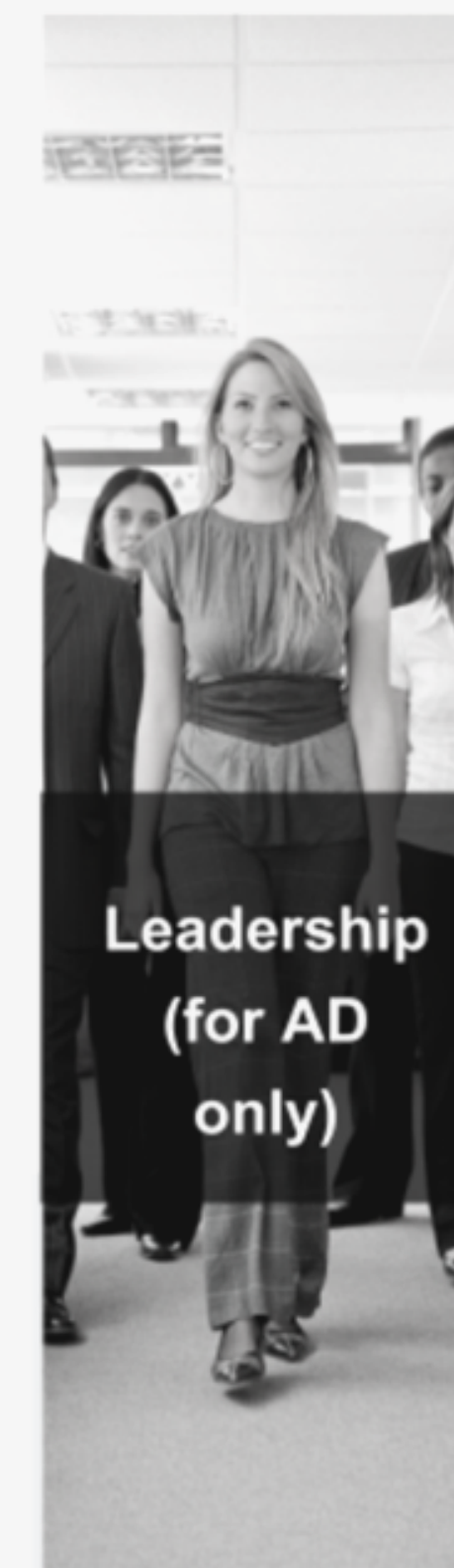
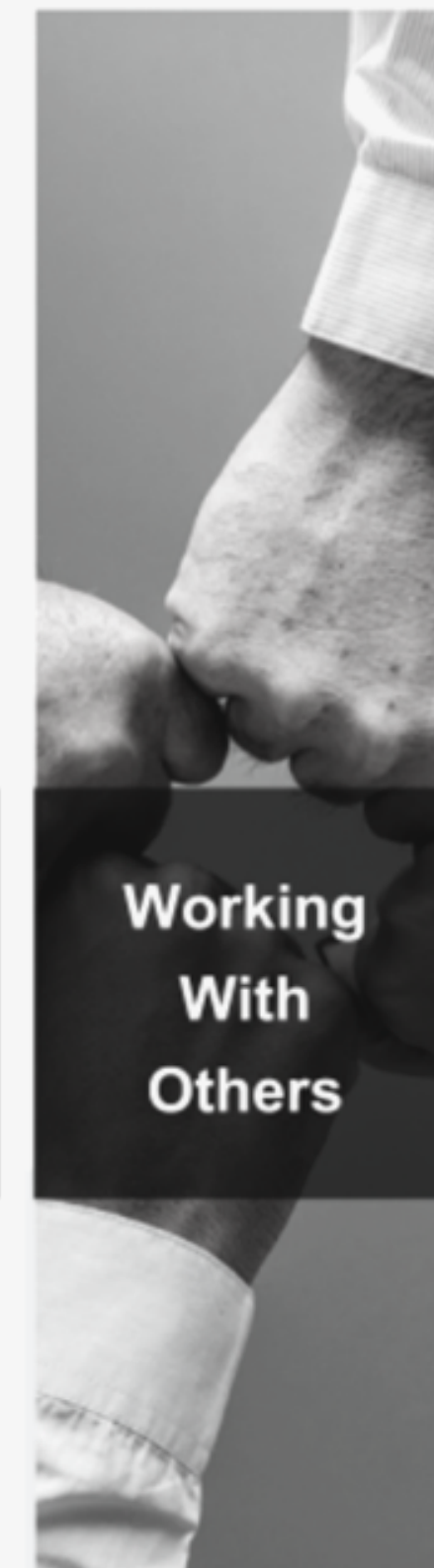
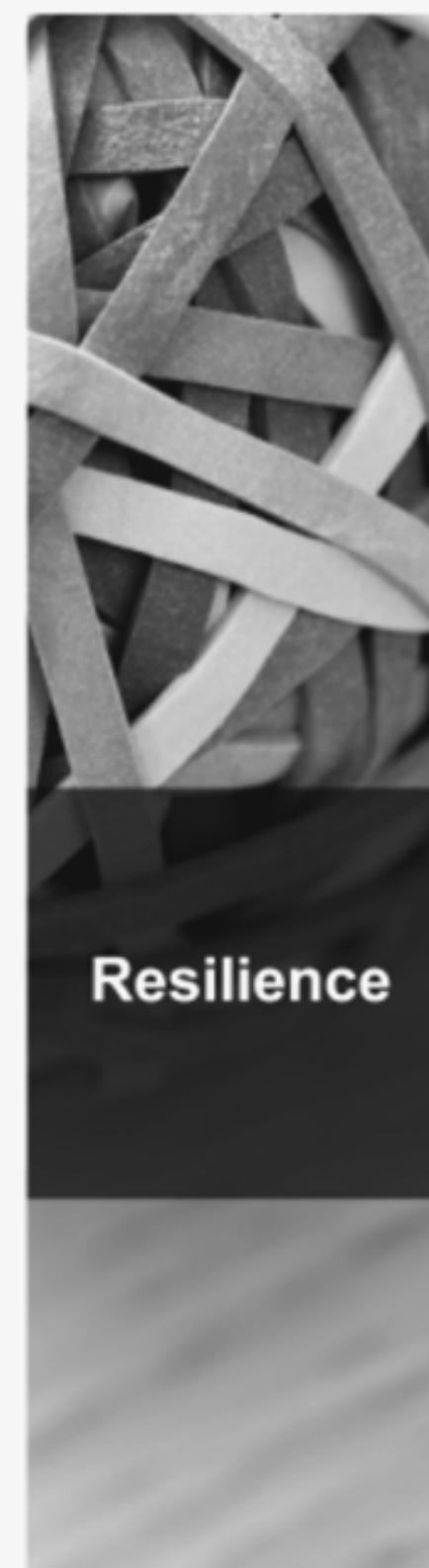
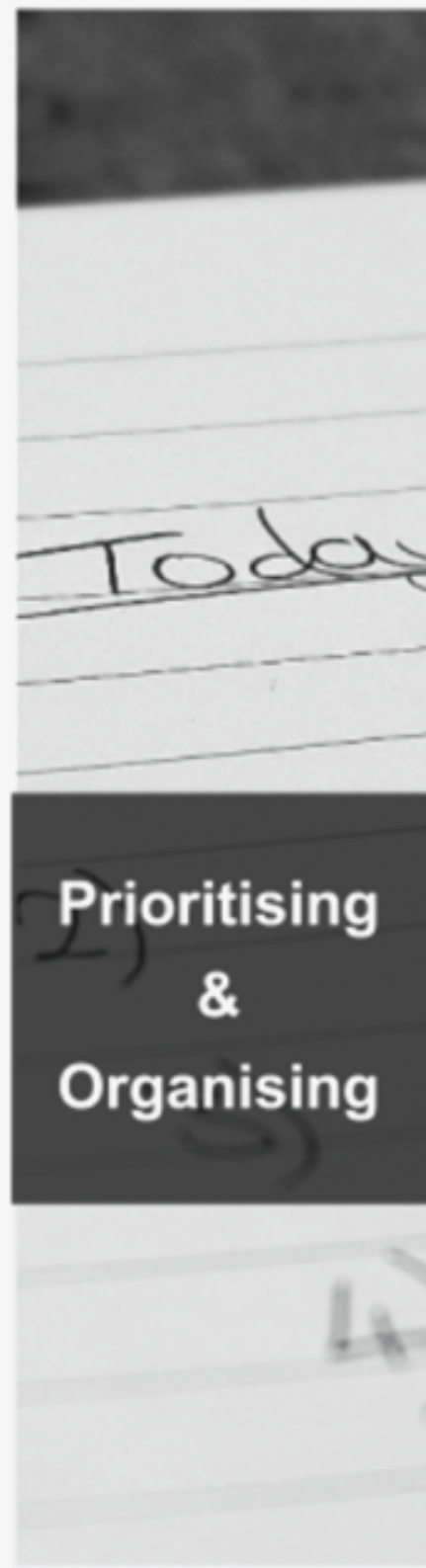
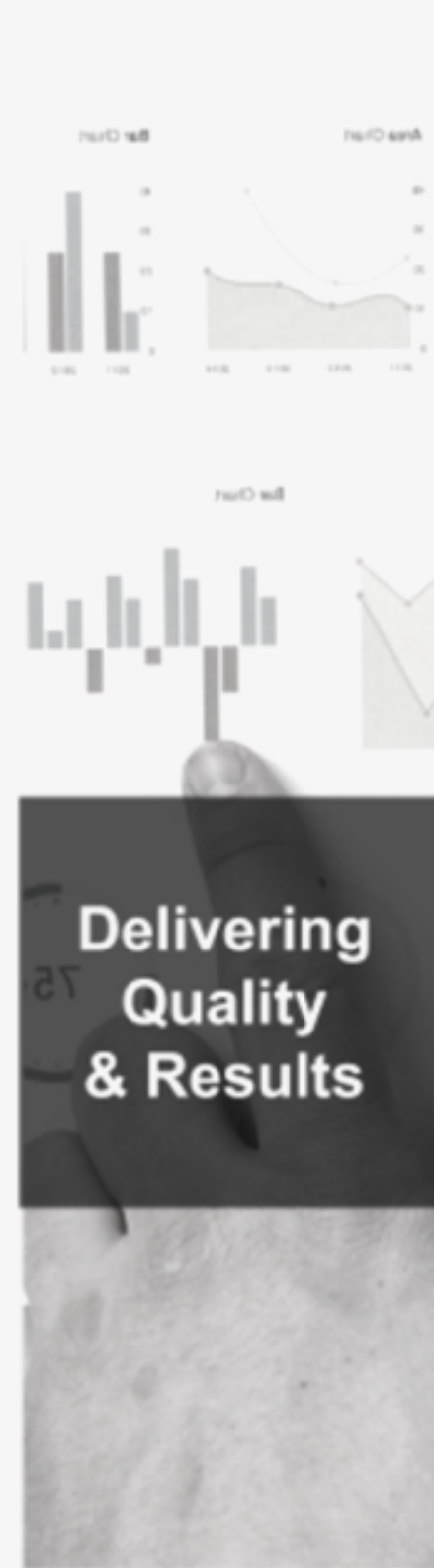
**VS**

### KNOWLEDGE

What are the "four freedoms" in the acquis communautaire?



# THE 7+1 EPSO COMPETENCIES TESTED



# THE EPSO ASSESSMENT MATRIX EXAMPLE

Competency	Tests	
1. Analysis and problem solving	Oral presentation	e-tray
2. Communicating	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	Group exercise	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	

NOT ALL  
COMPETENCIES  
WILL BE ASSESSED  
BY EACH TEST.

KNOW WHICH  
ONES EACH TEST  
WILL FOCUS ON.

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

**DIFFERENT TEST /  
COMPETENCY  
COMBINATION  
FOR EACH  
COMPETITION.**

# THE EPSO ASSESSMENT MATRIX EXAMPLE

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

**ALL  
COMPETENCIES  
WILL BE  
TESTED BY  
TWO EXERCISES.**



# PREPARATION RESOURCES

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# EPSO CASE STUDY EXAM:

CURRENTLY, STILL TAKEN AT TEST CENTRES

## EPSO CASE STUDY EXAM INSIGHTS

WEBINAR RECORDING  
[CLICK HERE](#)

## EPSO CASE STUDY SIMULATIONS AVAILABLE IN 5 LANGUAGES

[\*\*CLICK HERE\*\*](#)  
+ HAVE YOUR COMPLETED  
CASE STUDY EVALUATED



# EPSO CBI, SCBI, MI, OP EXAMS:

HAVE ALL MOVED ONLINE (TEMPORARILY)

**EXAM INSIGHTS  
WEBINAR RECORDINGS  
AVAILABLE FOR  
CBI, MI & OP**

**[CLICK HERE](#)**

**VIRTUAL SIMULATION  
SESSIONS AVAILABLE  
FOR EACH TEST TYPE**

**[CLICK HERE](#)**



# EPSO PERSONAL COACHING:

FOR ALL STAGES OF THE EPSO SELECTION PROCESS

**ONE-ON-ONE  
COACHING SESSIONS  
WITH AN EPSO EXPERT**

**[CLICK HERE](#)**

**SESSIONS ARE  
TAILORED TO  
YOUR NEEDS**



# OTHER HELPFUL RESOURCES:

**THE ULTIMATE EU TEST  
BOOK: ASSESSMENT  
CENTRE EDITION**

**FREE EU COURSES**

**HELPFUL TIPS & TRICKS  
ARTICLES ([CLICK HERE](#))**



# JOIN AN EPSO COMMUNITY:

ENGAGE WITH OTHER CANDIDATES AND LEARN FROM THEIR EXPERIENCES

## LOTS OF FACEBOOK GROUPS

"EPSO ADMINISTRATOR GENERALIST EXAMS (AD5)"

"EPSO ASSESSMENT CENTRE - AD5 GRADUATE ADMINISTRATORS"

"EPSO SPECIALISTS EXAMS"

"EPSO AST AND SC EXAMS"

"EPSO TRANSLATOR & LINGUIST EXAMS"

"EPSO PROOFREADER & EDITOR EXAMS"

"EPSO LAWYER-LINGUISTS"

"EPSO ADMINISTRATORS IN THE FIELD OF AUDIT EXAMS"

"EPSO ADMINISTRATORS IN THE FIELD OF EXTERNAL RELATIONS EXAMS"

"EU COMMISSION INTERNAL COMPETITION EXAMS"

"EPSO CAST EXAMS"

**FOR LATEST EPSO UPDATES CLICK HERE & FOLLOW EU TRAINING ON FACEBOOK**



[www.eutrainig.eu](http://www.eutrainig.eu)



# THANK YOU

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