



"Every truth passes through three stages before it is recognized. In the first it is ridiculed, in the second it is opposed, in the third it is regarded as self-evident."

Arthur Schopenhauer

[Warren Bobrow, Ph.D.](#)
(310) 670-4175

[Kammy Haynes, Ph.D.](#)
(909) 591-2848

Info@AllAboutPerformance.biz

[Learn more at our website:](#)
www.AllAboutPerformance.biz

For PDF versions of this and previous newsletters click [here](#).

If you do not receive this newsletter each month but would like to, click [here](#).

If you no longer want to receive this newsletter, click [here](#).

When Should You Re-Assess?

A question that comes up frequently when conducting [assessment centers](#) (AC) for development (rather than selection) purposes is, "When should we go through this process again?" It brings up a good point about why you should use an AC and how its effectiveness should be evaluated. Let's consider the fundamental premises of a [development program](#) that involves ACs:

- 1) The purpose of a developmental AC is to provide a skills baseline so that feedback and development can be directed at the individual level.
- 2) If the AC, and the subsequent feedback, development and coaching are effective, job performance should improve.

Therefore, the measure of an effective development program is not whether a person's AC score improves from time A to time B (though we would expect this to be the case). Rather, it is the improvement in the person's [performance](#) on the job from time A to time B.

It is appropriate to have people participate in another developmental AC when you want to re-evaluate their [skills and abilities](#) (not performance, which involves the execution of the skills or abilities). This could occur when job responsibilities or technology changes.

For more information about [assessment centers](#), please contact [Warren Bobrow](#).

Setting Strategic Priorities

Regardless of our job titles, we all have 24

hours each day and are making constant decisions about how we use that time. It's important to recognize that the true cost of using a block of time is the giving up of the next highest alternative. Here are a few questions to help you set your priorities:

- Do these activities help me reach my professional or personal goal(s)?
- Given what is happening right now (and in the near future), is this the best use of my time?
- Can I explain the rationale behind my decisions to others (especially to those who are impacted by my decisions)?

The process of asking and truthfully answering these questions may yield some interesting changes in the priorities you assign. By being more conscious of your time, and the choices you make, you can take control of your time rather than being controlled by it.

If you are interested in learning more about [strategic time management](#) and how it can boost your team's productivity, contact please contact [Kammy Haynes](#).