



The world's widest choice of ready-to-use assessment and development centre exercises



Group



One-to-one



Working alone



Ready-to-use



Custom

AC-EXS® is our range of over 260 ready-to-use business simulation exercises that help you to identify peoples' behaviour for recruitment, promotion, succession planning, development and restructure.

Our exercises measure 35 common behaviours that cover individual traits, managerial skills, decision making skills, interpersonal skills and motivational behaviour. Each one is comprehensive and can be mapped to your competency framework.



Why AC-EXS?

AC-EXS exercises enable you to deliver engaging, valid and fair assessment or development centres instantly. Internationally recognised as the first choice for high quality behavioural assessment, the AC-EXS range:

- Offers over 260 tried and tested ready-to-use work simulation exercises
- Assesses 35 commonly recognised behaviours or 'competencies' that can be mapped to each specific job role
- Covers five levels of assessment for non-management, graduate, first-line management, middle management and executive & senior management roles
- Reflects typical working scenarios: working alone, one-to-one and in groups
- Set in relevant industry sectors and realistic business functions
- Consists of user-friendly components
- Provides consistent results that are fair and free from bias
- Used in over 50 countries
- Is available instantly from our online store www.adc.uk.com/store.

Contact us for more information

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AC-EXS on demand

Choose	Download and print	Print and post	Talk to us
Register free and choose from over 260 exercises in store at: www.adc.uk.com/store .	Download your exercise materials from 'my a&dc', and print whenever you need them.	Order online for UK print and post, and we'll deliver everything directly to you.	For advice, support or postage outside the UK, our client services team are here to help.

AC-EXS in action

There are seven different types of exercises available:

- **In-basket exercises** - Require participants to work through the contents of an in-tray containing printed emails, letters and other items
- **Analysis exercises** - Requires the participant to analyse and interpret a dossier of information from a mix of sources and then compile a report, give a presentation, or both
- **Scheduling exercises** - Requires the participant to schedule limited resources, preparing a plan indicating how they will be deployed
- **Interview simulations (roleplays)** - Participants are required to meet with another member of staff or someone outside the organisation with the aim of achieving a pre-defined goal
- **Fact find exercises** - Participants are given limited information and asked to find out more from another party, so that they can make a confident decision
- **Oral presentation exercises** - The participant is asked to prepare for and make a formal presentation that is consistent with the demands of the target role
- **Group discussions** - Require participants to work together to make decisions about work-related situations or scenarios (either with an assigned role or non-assigned role)
- **Express exercises** - Condensed versions of their original counterparts, taking less time to complete and mark.

Customised and bespoke exercises

If you need something unique to your organisation, talk to us about customised and bespoke exercises designed specifically for you.

What our clients say

"I like to use a&dc's exercises for a range of assessment, development and promotion centres including - HR professionals, nurse managers, graduate managers and senior general managers

The competencies are a good guide when designing a competency framework from scratch, and if the post already has a competency framework then it is easy to map these straight across to a&dc's framework"

Katie Duncan, Organisational Psychologist, HR Recruitment Team, Northumbria Healthcare, NHS



AC-EXS®

from PSI Talent Measurement

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