

PRACTICAL ACTIVITY

Case study

A case study is a very effective way to test the candidates by giving them a concrete problem to solve.

We recommend choosing some common difficult situations which have happened in your school.

If the case study is more complex (instructions are complicated and more time is needed), you can give your applicants more time or a chance to submit their solutions via e-mail. For example, you can test your applicants' problem solving skills by asking them to develop a year plan of activities for a certain problem in your school.

Test

There are many options on how to test a candidate. Therefore, the final decision about the test should be based on your needs. Do you want to test analytical skills or a language? Or do you want to find out more about the mental profile of the candidate or even their IQ?



Co-funded by the
Erasmus+ Programme
of the European Union



CERT4HEADMASTERS

A lot of countries have national standardized tests sorted into categories – we recommend checking whether your respective public institution (usually either the Ministry of Education or the Employment Agency) provides such materials .

There are other Personal tests or Career anchor tests at your disposal – it is interesting to find out how the person fits in your team or what kind of workplace the candidate needs.

In case you are not a fan of such tests there is an option to do a SWOT analysis of professional needs of the concrete candidate instead.