

Leadership Exercise

Candidates will be assigned to lead a small team to complete a physical task. The task may involve leading team members to fulfill missions under certain restrictions.

The assessor will verbally brief the leader, in English, on pertinent aspects of the tasks. The leader will be given writing materials (pen and paper) to take notes. Candidate will be given time to clarify if he / she understands the content of the briefing.

The assigned leader will then be given time to formulate a plan, check the equipment as well as exercise area, and prepare a briefing to team members. It is up to the leader to direct the team to carry out the task. After briefing team members in English, the leader may use either English or Cantonese during the execution phase of the exercise.

Depending on the requirement of the task and the composition of team members, leaders may or may not involve themselves in the execution.

A competent leader should choose the right person for the right job, taking into account the team members' strengths. Attitudes such as determination and inclination to lead will become readily apparent, as will the leader's ability to command and control. Performance of each candidate as team members will also be assessed.

Sample Task : Bring the team from the starting to the finishing point without touching the hurdles.

Competences Tested

- Communication ability
- Judgement
- Leadership potential
- Management potential
- Personality and Values

The mark obtained in the above assessment exercises (Impromptu Talk, Group Discussion, Management Exercise & Leadership Exercise) will be added up to form a total EI mark. Candidates achieving a satisfactory result in the EI will be invited to continue with the remaining selection process.