



# **Risiken durch Gruppenentscheidungen der Beobachterkonferenz im Assessment Center (German Edition)**

*Yann De Olivera*

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Studienarbeit aus dem Jahr 2013 im Fachbereich Psychologie - Sozialpsychologie, Note: 1,5, Europäische Fernhochschule Hamburg, Sprache: Deutsch, Abstract: Zusammenfassung

Zentrales Thema dieser Hausarbeit sind Gruppeneinflüsse und deren Wirkung auf die Beobachterkonferenz im Assessment Center. An je einem Beispiel zum Phänomen des „Gruppendenkens“ (group think) und dem „Effekt des gemeinsamen Wissens“ (pooling effect) werden diese Einflüsse näher erläutert. Nachfolgend werden Ursachen und Lösungsansätze thematisiert.

### Abstract

The core of this work is group influences and the consecutive effects produced on the observers in the assessor conference within the assessment center situation. Using the examples of the „groupthink phenomenon“ and „pooling effect“ these influences will be further discussed. Subsequently, reasons and possible solutions will be presented.

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