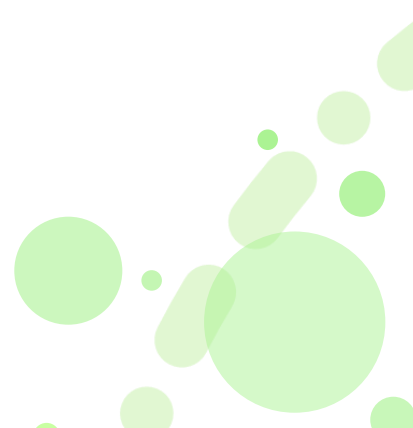




SHL Release notes

16 April 2025



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360 Platform and 360 Report Enhancements

Enhanced rating distribution in 360 digital reports

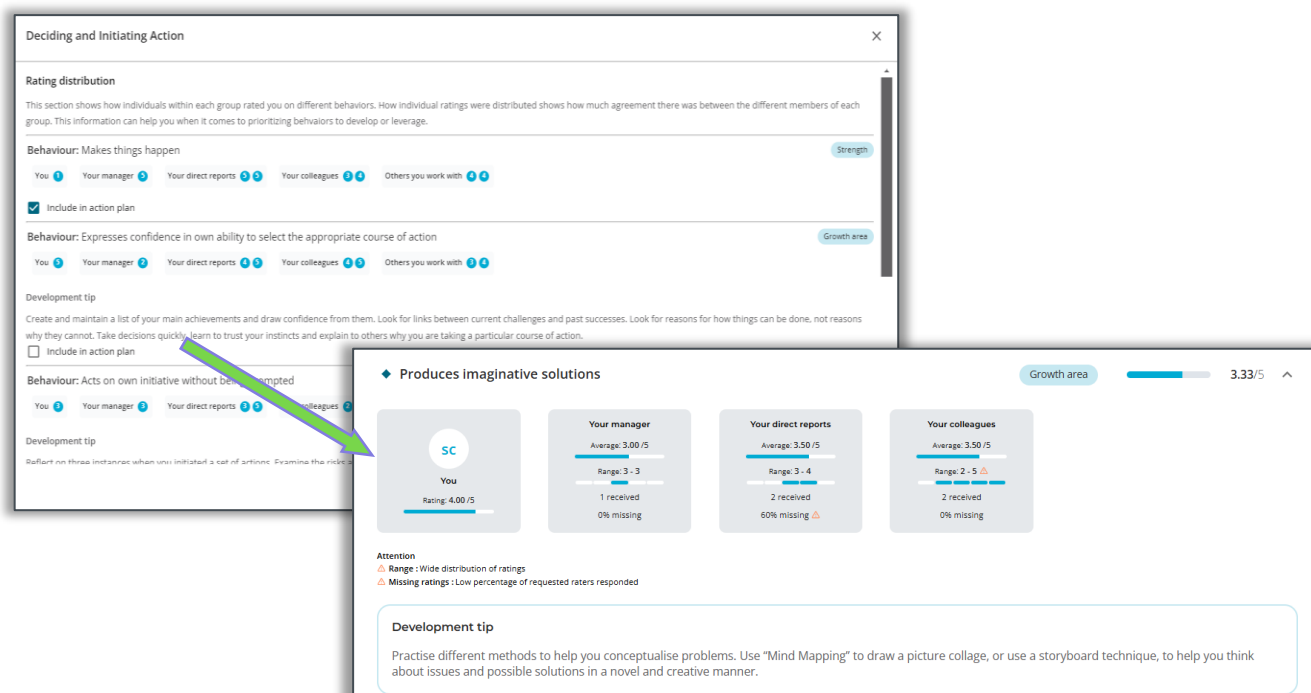
We are excited to introduce an enhancement to the **rating distribution** feature in our 360 digital reports!

We have redesigned the rating distribution component to provide deeper insights and improve usability. This update helps users better interpret feedback, recognize strengths, and identify areas for growth.

This improved version is available for both 360 digital report and their downloadable PDF versions.

Key enhancements:

- **All Raters' Average (excluding self):** Provides a clearer benchmark for each behavior.
- **Rater Category Averages:** Enables a more detailed comparison across different rater groups.
- **Rating Distribution:** Helps identify alignment across raters—wider distributions may indicate differences in perception.
- **Number of Ratings Received:** Displays the total responses within each rater category.
- **Percentage of N/A Responses:** Highlights the proportion of non-applicable ratings in each rater category.



360 digital reports available in new language

We are pleased to announce that **German** has been added as a supported language in the **standard 360 digital report**.

Reports will now be available in German alongside existing supported languages:

- English International
- English US
- French
- French Canadian

Platform:		Availability: 29 March 2025	
<input type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input checked="" type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

SVAR Conversational Next-Gen

We're excited to introduce the latest version of SVAR Conversational, designed to enhance how candidates' spoken English proficiency is assessed. The all-new assessment aims to improve evaluation accuracy and provide an exceptional candidate experience, ensuring SHL's continued leadership in the field of language assessment.

The new version has been designed to enhance evaluation accuracy and candidate experience through a greater focus on the free speech portion of the assessment. This update includes a comprehensive refresh of content, aligning with SHL's highest scientific standards.

The assessment continues to provide a robust evaluation of candidates' spoken English proficiency across key language competencies, including:

- Pronunciation
- Fluency
- Articulation
- Active Listening
- Spoken English Understanding
- Vocabulary
- Grammar

With greater precision and depth, the new SVAR Conversational ensures a more rigorous and reliable assessment, setting a new benchmark for language evaluation.

What's New?

- **Free Speech Section Scoring**

The latest update introduces **Extempore Questions**, or unprepared free speech, enabling candidates to articulate their thoughts naturally, simulating real-world conversational scenarios. These free speech responses allow SHL to assess candidates' abilities more comprehensively.

The screenshot shows a digital interface for a language assessment. At the top, it says 'Section G: Free Speech' and 'Q42 / 42'. Below this, a blue instruction reads 'Speak on the topic provided to you.' The topic is 'Your topic is: Describe your favorite TV show.' Underneath, it says 'Your cues are:' followed by a bulleted list: 'Why do you like this show?', 'Who are the actors in this show?', and 'How does watching this show make you feel?'. In the center, there is a 'Speak Now' button with a microphone icon. Below the button is a progress bar and the text 'Remaining Time : 00:41'. At the bottom right, there is a green 'SUBMIT ANSWER' button.

- **Improved Candidate Experience**

The test-taking experience and the grading of competencies have been optimized to ensure fairness for a diverse population of candidates.

Cues are provided for extempore questions, guiding candidates during their responses. This ensures candidates to focus on showcasing their skills without feeling overwhelmed, which results in improved assessment of candidates.

- a. A comprehensive content review and vetting process was conducted to ensure questions are relevant to the business scenarios they assess and are graded consistently across candidates, ensuring **fairness and reliability**.

- **Improved AI Scoring Model**

The new module leverages SHL's latest AI advancements to analyze audio recordings with enhanced precision. Key improvements include:

- a. **High-Fidelity Audio Processing:** The updated system ensures optimal preservation of audio quality during processing, delivering exceptional clarity and performance. This improvement supports more accurate scoring without compromising the integrity of candidate responses.
- b. **Refined Scoring Engine:** The scoring mechanism has been enhanced to ensure fair, reliable, and consistent evaluation across all candidates, maintaining SHL's commitment to excellence in assessment standards.

Platform:		Availability: 15 April 2025	
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

Product Availability TalentCentral™

OPQ Reports

Product	Language
Unlocking Potential 2.0	Serbian
Sales Transformation IC (Development) 2.0	Spanish Japanese
Sales Transformation IC (Recruiter) 2.0	Spanish Japanese
Development Action Planner 2.0	Danish

MQ Reports

Product	Language
Candidate Motivation Report	Serbian

JFA

Product	Language
Workplace Safety - Individual 7.1	Polish Simplified Chinese Traditional Chinese
AI Skills	Simplified Chinese
Graduate 8.0	Greek
Technology Professional 8.0	Brazilian Portuguese

GSA

Product	Language
GSA	Graduate Norm (China)

Verify

Product	Language
Checking (2022)	Arabic French (Canadian) Dutch Italian Turkish Polish Romanian Swedish Norwegian Danish Portuguese Greek
Checking (2022) – General Population Norm - South Africa	N/A
Verbal Ability – General Population Norm - South Africa	N/A
General Ability Screen	General Composite Norm (India)

Skills Tests

Product	Language
Reading Comprehension	US English French Spanish German
Listening Comprehension	US English Dutch Italian Norwegian

Platform:		Availability: 10 April 2025	
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

Product Availability TalentCentral+™

Skills Tests

Product	Language
Reading Comprehension	Portuguese Dutch Swedish Latin American Spanish Italian Norwegian Finnish Danish Turkish
Listening Comprehension	Swedish Finnish Danish Turkish

GSA

Product	Language
Global Skills Development Report	English US English International

JFA

Product	Language
Entry Level Contact Center Job Fit Assessment	Finnish French German Dutch Arabic Swedish
Hospitality Associate Short 8.0	US English International English

SVAR

Product	Language
LATAM Norms	N/A

Platform:				Availability: 10 April 2025
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	
<input type="checkbox"/>	Insights			

