

SHL Release notes

23 December 2025

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AI Readiness Profile Reports

In line with our Talent Intelligence strategy and the re-use of assessment data, based on completion of the GSA and using the latest model of AI skills, customers will now be able to generate:

- **AI Readiness Profile Recruiter Report:** The AI Readiness Profile Report provides a snapshot of a participant's current strengths and growth opportunities related to applying and collaborating with AI at work.
- **AI Readiness Development Report:** The AI Readiness Development Report is the participant's personal guide to thriving in the era of AI-powered work. These insights provide a snapshot of participant current strengths and growth opportunities, as well as practical, job-relevant tips to elevate their performance, impact, and future readiness.

As AI becomes a part of more jobs every day, employers need confidence that their people are using it effectively. Hence, assessing AI skills is now essential to maximize its value across the workforce while minimizing the risks associated with this powerful technology.

In case you wish to access the AI Readiness Reports, please reach out to your account team for more details.

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

Enhancement to Survey¹

Overview

We have introduced the following enhancements to improve Participant Surveys on TalentCentral+.

1. Previously, the Essential Participant Experience supported only Standard Surveys. The key update is that Custom Surveys, earlier limited to the Advanced SHL Experience, can now also be used in the Essential Participant Experience.

Impact: This change ensures that customers on higher-tier solution packages who are entitled to use Custom Surveys are not restricted by their choice of participant experience. In other words, using the Essential Experience should not prevent them from accessing the survey capabilities included in their package.

2. **TalentCentral+ now offers enhanced survey visibility and selection.**

SHL internal teams can clearly see all surveys enabled for the company in New Workforce, and only those enabled surveys appear for selection during the project workflow on TalentCentral+.

Impact: This provides better visibility and control over survey configuration and reduces configuration errors.

3. **We have also enhanced survey data insights through improved Excel downloads.**

Excel exports from the TalentCentral+ Recruiter Experience now include survey completion status and, where needed, detailed response data.

Impact: This gives customer users a clearer understanding of participant engagement and supports deeper analysis.

Impact on Existing Customers and their hiring programs

This release does not impact existing customer projects. The enhancements are available for new projects and optional updates to active projects.

1. **No impact on existing projects without surveys**

If surveys were not previously used, nothing changes.

2. **Existing projects with surveys continue as-is**

Any survey already selected for a project remains active without disruption. No action is required, and participants in progress are unaffected.

3. **New projects gain the enhanced survey workflow**

Customers creating new projects will now see improved survey visibility, preview options, and clearer language validation.

4. **Surveys on active projects can be updated**

Admins may update the survey for an active project. Changes apply only to participants who have not yet taken the assessment. Completed participants remain unaffected.

What's New in TalentCentral+

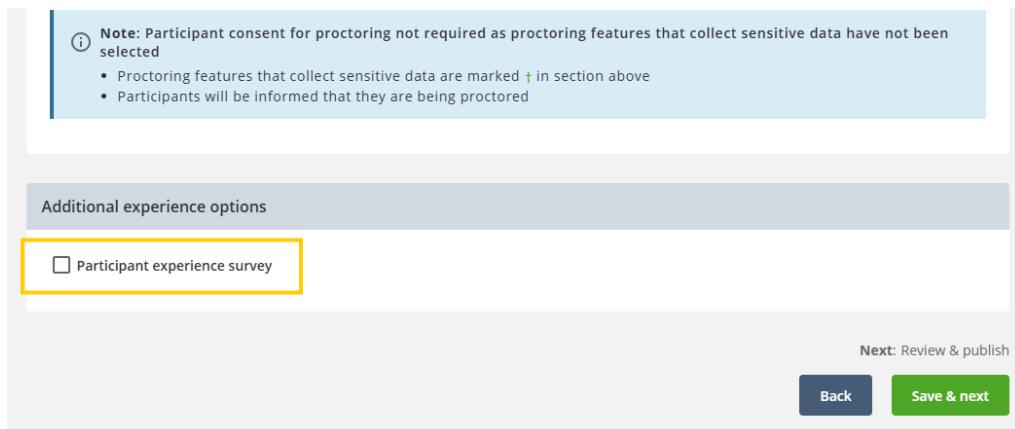
Recruiter Experience

This release introduces a comprehensive set of enhancements in TalentCentral+, including survey selection and preview, language validation, project-level survey editing, and enhanced survey data exports, making survey configuration simpler, more transparent, and easier to manage at scale.

1. Survey Selection During Project Creation

Surveys that were previously available only through the Advanced SHL Experiences and configurable exclusively via the SHLE Builder are now fully supported in the Essential Participant Experience on TalentCentral+. Once surveys are enabled for essential participant experience at the company level in New Workforce (NWF), they can be configured directly as part of project journeys.

2. Enable Survey: The recruiter or customer admin user can now enable a feedback survey during project creation by selecting the Participant Experience Survey option.

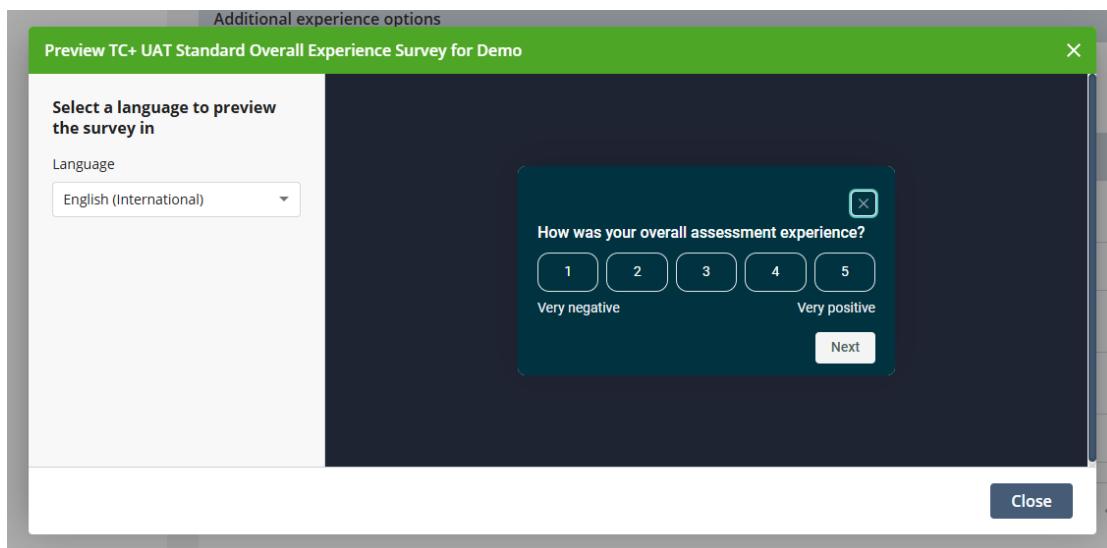


3. See Available Surveys: Once enabled, TalentCentral+ displays all surveys available for the company, including survey name, supported languages, fallback language, and preview options. Only one survey can be mapped to a project at any given time.

Survey name	Languages	Fallback lang	Actions
TC+ UAT Standard Overall Experience Survey for Demo	English (International), Español	English (Inte)	
Survey 1011 for Testing 1	简体中文, 한국어, +48	English (US)	
Survey 102	English (International), English (US), +1	English (Inte)	
Test Survey search CN	English (US), English (International), +5	English (US)	
Survey Testing	English (AUS), English (US), +3	English (US)	

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4. **Preview Survey:** The Recruiters or Customer Admin User can preview a survey directly before finalizing selection. The preview loads the correct version of the survey based on the chosen language.



5. **Language Validation:** TalentCentral+ supports intelligent language handling when a survey is selected:

- If the survey supports the participant's language, it will be used.
- If a matching language is available but not aligned with the participant's selection, an error prompts the admin to correct it.
- If no matching language exists, a warning is shown, and the fallback language is automatically applied.

6. Update Surveys through Edit Project

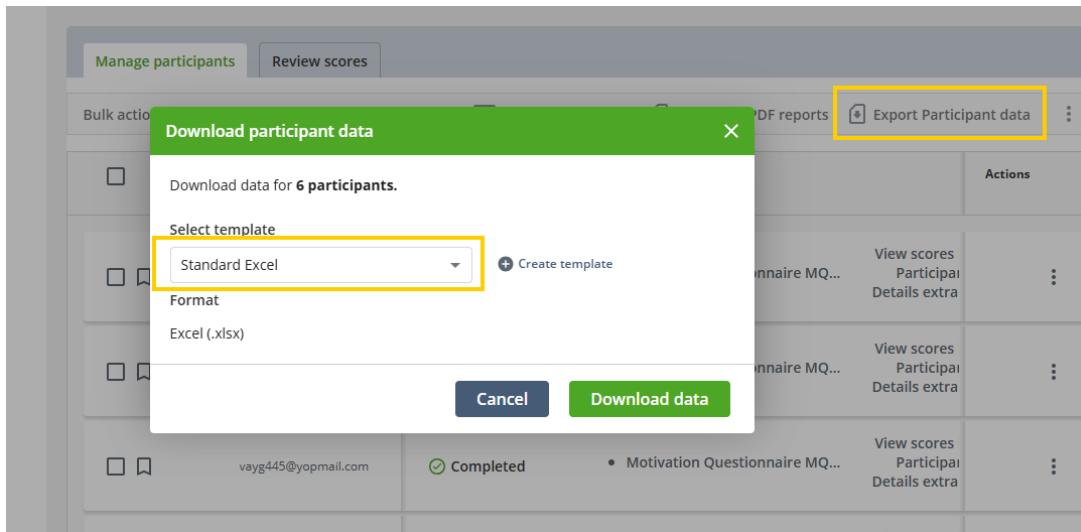
Admins can update survey settings for existing projects by editing the project. Changes apply only to future scheduling or participants who haven't attempted the assessment - ensuring that participants who have already completed the assessment are unaffected.

7. Survey Data Download Enhancements

TalentCentral+ now provides improved visibility into survey participation and participant feedback through enhanced data export options.

- **Standard Excel:** The Standard Excel download includes a new **Survey Attempted** column, indicating whether each participant has:
 - i. Completed the survey
 - ii. Not started the survey

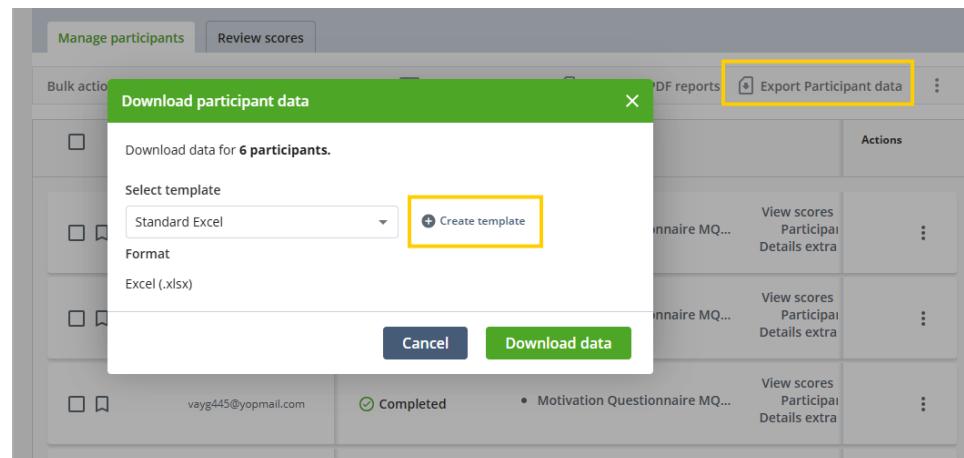
This helps teams quickly assess survey engagement.



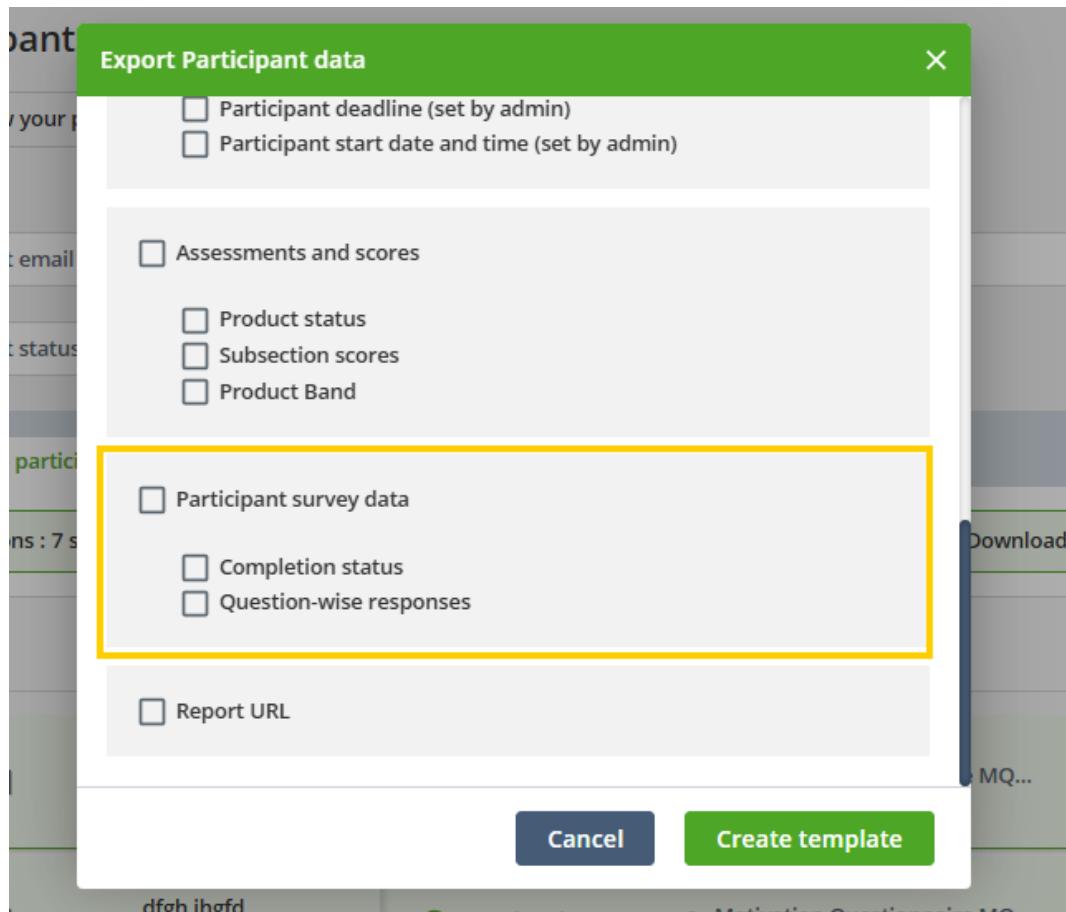
- **Custom Excel:** Admins can now generate a Custom Excel file by selecting the fields they wish to include. This allows deeper analysis of survey data, including:
 - Survey name
 - Survey questions
 - Participant responses
 - Survey attempt status
 - Additional participant or project attributes

The exported data is tailored to the custom template, supporting more flexible reporting.

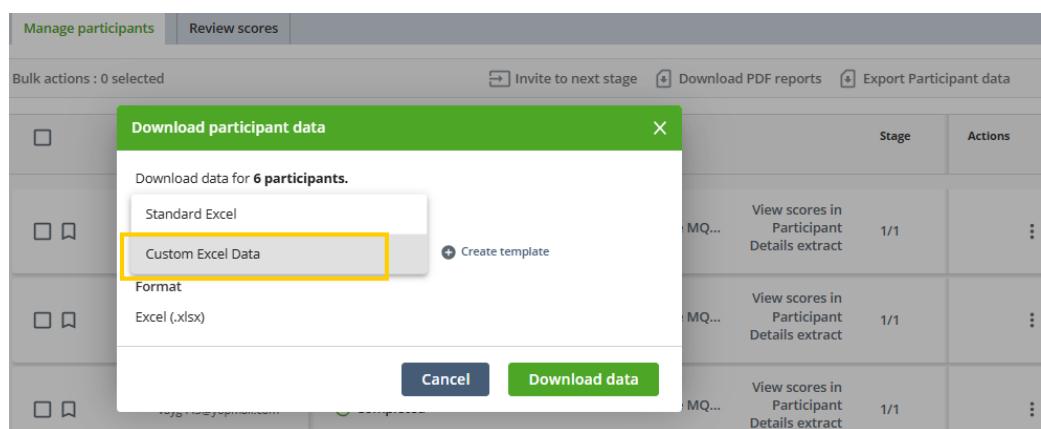
- How to create and download Custom Excel?
- i. Step 1: Click Create template option on “Export Participant data” modal



ii. Step 2: By clicking on “Create template”, the client users can select the specific columns they need. This allows them to include participant survey attempt status along with other details such as the survey name, survey questions, and participant-level survey responses in the custom excel data.



iii. Step 3: Admins can choose between generating a Standard Excel report or a Custom Excel Data report. When the custom option is selected, the exported data follows the fields defined in the custom template



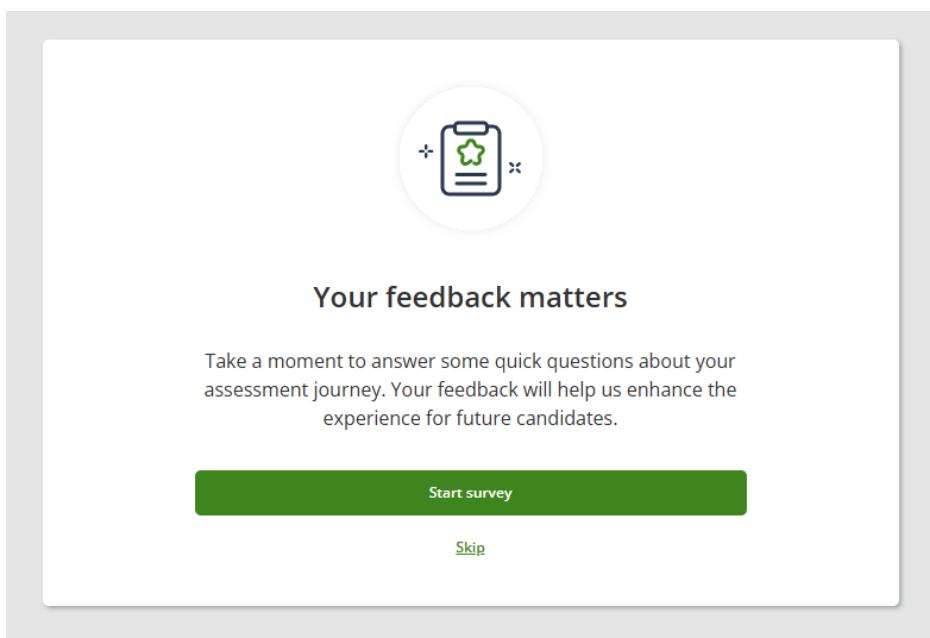
Participant Experience

At the end of their assessment journey, participants are prompted with a feedback survey if one has been enabled for their project. The survey is presented as a full-screen experience and automatically loads in the participant's selected language, or the configured fallback language when required.

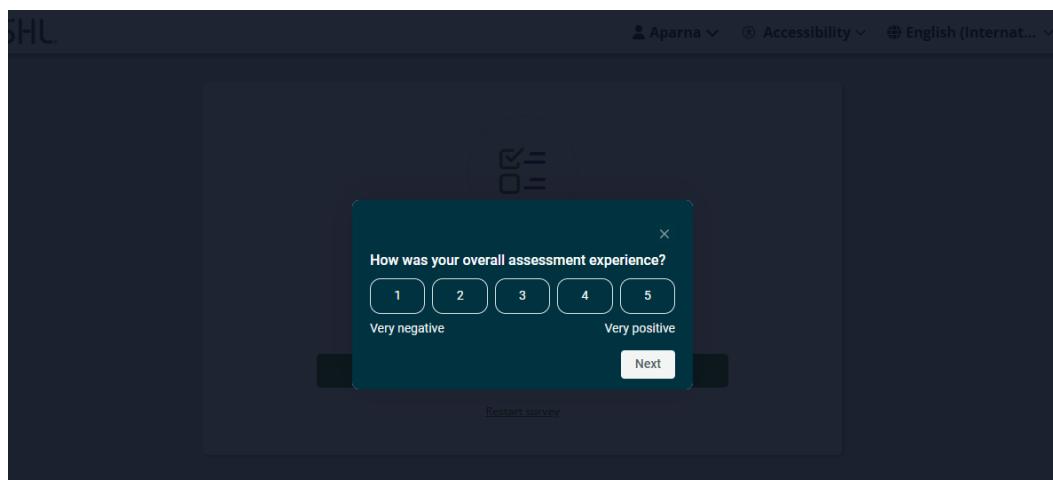
Participants have full control over participation and **may choose to start the survey or skip it** without impacting their assessment completion.

1. Surveys in Assessment Workflow

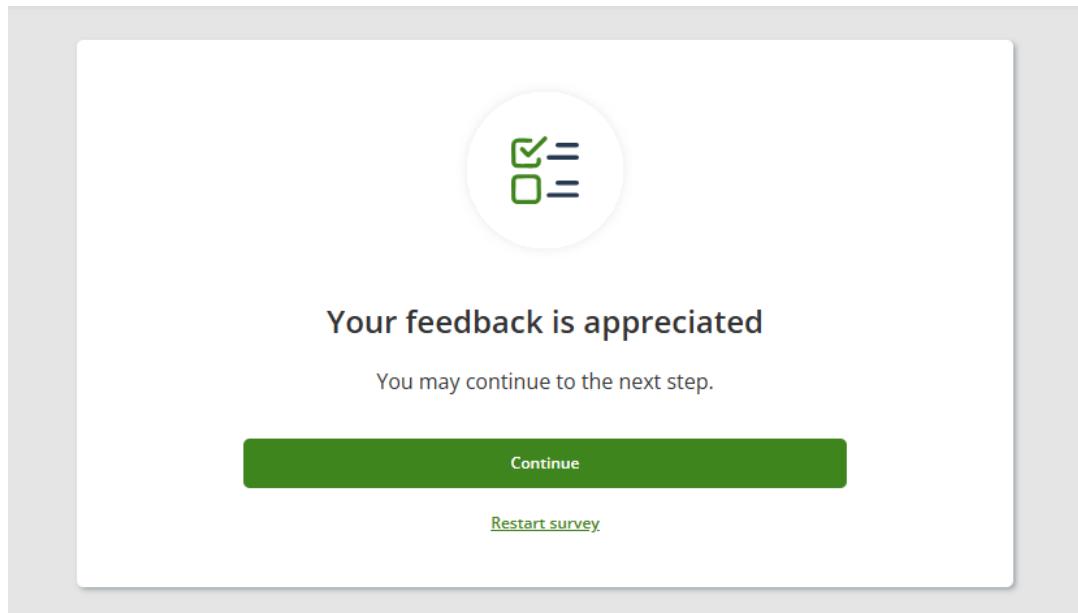
- Once the assessment is completed, a **Feedback Survey prompt** is displayed.
- Participants can select **Start Survey** to proceed or **Skip** to exit.



2. If started, the survey opens as a full-screen experience for easy completion.



3. Participants may reattempt the survey using the Restart Survey option.



4. Survey Data Capture

All survey attempts are recorded. Survey responses and attempt status are available to recruiters and customer admins through the updated Participant Data Excel downloads, using either:

- Standard Excel (includes survey attempt status), or
- Custom Excel templates with detailed survey questions and responses.

Platform:			Availability:
<input type="checkbox"/> TalentCentral™	<input checked="" type="checkbox"/> TalentCentral+™		
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<input type="checkbox"/> Insights			

TalentCentral: Product Availability

JFA Components

Product	Language
Reskilling Potential	Traditional Chinese

JFA Norms

Product	Language
Graduate 8.0	Japan

OPQ Reports

Product	Language
Hipo Assessment Report	Japanese
Universal Competency Report	Danish
Manager Plus	Danish

GSA Reports

Product	Language
Global Skills Development Report (relative version)	Danish Dutch Finnish French German Italian Latin American Spanish Norwegian Simplified Chinese Swedish
Global Skills Development Report (absolute version)	Danish Dutch French International English Norwegian US English

Platform:				Availability: 18 December 2025
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	
<input type="checkbox"/>	Insights			

TalentCentral+: Product Availability

GSA Reports

Product	Language
Global Skills Development Report (relative version)	Danish German Swedish Simplified Chinese Italian Finnish Latin American Spanish

Platform:		Availability: 18 December 2025	
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