



SHL Release Notes

August 2026

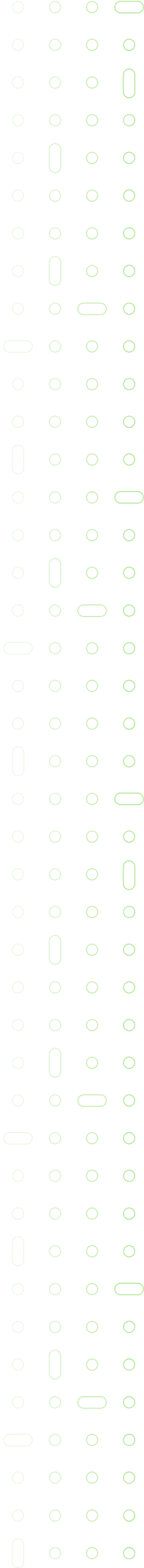


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TalentCentral+ Talent Mobility Solution

Platform: TalentCentral+™

Availability: April 2026

TalentCentral+ Talent Management, version 2.0, introduces support for SHL's Talent Mobility solution. HR and talent leaders, people managers, and talent management administrators can now use skills-based matching to understand workforce skills, assess how well an employee fits a role, and support internal mobility — combining job profiles, talent-matching reports, and consolidated employee profiles that bring together demographic, logistical, and assessment data in one place.

The release also includes the administrative tools needed to configure and manage the solution, including data management, user management and access control, and company branding options.

Talent Mobility is available exclusively on TalentCentral+, and feature availability depends on your organization's configuration, solution package, and user permissions.

For any questions, please contact your SHL account Manager.

Smart Interview Professional: Freeze Feedback Configurability and Timer Override

Platform: TalentCentral+™

Availability: May 2026

Interviewers and organizations now have more control over when interview feedback is finalized. Companies can configure whether the feedback freeze timer starts once an interviewer submits question scores, or only after both scores and an overall recommendation are submitted. Interviewers can also now submit their feedback immediately using the Submit button, bypassing the remainder of the freeze timer when they're ready.

This is a company-level setting, customers who want this enabled should contact their SHL Account Manager.

Smart Interview Professional: Workday Integration

Platform: TalentCentral+™

Availability: June 2026

To enhance efficiency and streamline recruitment workflows, we have scaled Smart Interview Professional by integrating our platform with Workday which is an Application Tracking System (ATS). This integration enables recruiters to manual or self-schedule interviews directly within Workday while seamlessly leveraging TalentCentral+ capabilities for interview execution and evaluation

This integration enables recruiters, hiring managers, and interviewers using Smart Interview Professional to manage the full interview lifecycle for Workday-sourced candidates within Workday. Interview guides created in TalentCentral+ sync automatically with Workday, and recruiters can schedule, reschedule, or cancel manual and self-scheduled interviews, view real-time interview status, and access candidate scores, interviewer recommendations, comments, and interview report/playback links — all from within Workday. Interviews themselves are still conducted on the Smart Interview Professional player within TalentCentral+, and candidates using self-scheduling select their interview slot through that platform, with the selection pushed back to Workday automatically.

This capability is now live for any company that wants to integrate TalentCentral+ with Workday. To use Smart Interview Professional, hiring managers create the Interview Guide and admins set up interviewer/recruiter roles in TalentCentral+; interviewers supporting self-scheduled interviews also need to provide their availability by syncing calendars or setting working hours on TalentCentral+. Once configured, recruiters can schedule interviews using the existing Interview Guide (or without one, for unstructured interviews) for any candidate applying through Workday.

For any questions, please contact your SHL account Manager.

Smart Interview Professional: Behavioral Questions

Platform: TalentCentral+™

Availability: June 2026

The Smart Interview Professional, SHL Default Question Bank now includes Behavioral Questions alongside the previously available Situational Questions, giving hiring managers and interviewers a wider range of question types to build interview guides from. Each question is now clearly labelled with its type, making it faster to identify and select the right questions when preparing for an interview.

This is available for all companies using the SHL Default Question Bank, and the new question-type labels appear throughout the interview experience — when adding or expanding questions, viewing interview guides (including the PDF version), and in the interview player, playback, and reports (web and PDF).

Timed Assessments: Control Visibility of the Assessment Timer

Platform: TalentCentral+™

Availability: June 2026

A new timer visibility option is available for timed assessments. The timer is displayed by default, but participants can hide or show it at any time by clicking the timer and selecting "Hide timer" or "Show timer". Timer visibility preferences are saved across assessment sessions. The feature is compliant with WCAG 2.1 AA accessibility standards and requires no configuration changes to existing timed assessments or implementations. All participants can use this feature.

Svar: Customised CEFR score Logic

Platform: TalentCentral+™

Availability: July 2026

SHL now supports customisable proficiency threshold templates for language-based assessments in TalentCentral+, starting with Svar. Customers can choose between a Simplified CEFR Map, which weighs overall assessment performance more heavily than individual competency thresholds such as pronunciation, or a Custom Proficiency Grade Template, where SHL configures cut-points on the validated CEFR scale to reflect a customer's specific regional or role-based requirements. Once a template is configured for an account, recruiters simply select it from a dropdown during project setup in TalentCentral+ — no extra steps required.

Reports reflect this change: those generated with a Custom Proficiency Grade Template display "Proficiency score" instead of "CEFR" and include a disclaimer noting that the grading criteria were customised for the customer's job or regional requirements, while reports using the standard or Simplified CEFR Map continue to show the standard "CEFR" label with no disclaimer. Every Svar report now also displays a Version ID indicating which template was used to calculate the candidate's score. This is available from 31 July 2026; customers interested in the Simplified CEFR Map or a Custom Proficiency Grade Template should contact their SHL account team to discuss whether it applies to their programme.

TalentCentral Product Availability

Platform: TalentCentral™

Availability: April – July 2026

Assessments

Product	Language
OPQ32r	Ukrainian
Verify Checking	Czech
Verify Interactive G+	Arabic
	Ukrainian

Reports

Product	Language
OPQ Development Action Planner (UCF2)	Vietnamese

TalentCentral+ Product Availability

Platform: TalentCentral+™

Availability: April – July 2026

JFAs

Product	Language
Sales Professional 8.0	US English
Graduate 8.0 (South Africa)	International English
Graduate 8.0+ (South Africa)	International English
Professional 8.0	Arabic
Professional 8.0+	Hungarian (assessment only)
Manufacturing & Industrial - Essential Focus 8.0	Greek (assessment only) Hungarian
Manufacturing & Industrial - Mechanical Focus 8.0	Dutch (assessment only) German Arabic

Assessments

Product	Language
Global Skills Assessment	Hindi Telugu Tamil Marathi Bengali
Reading Comprehension	Hebrew Hungarian Czech Lithuanian Russian
Listening Comprehension	Hebrew Hungarian Lithuanian Russian Czech
Verify Checking	German Italian Romanian Brazilian Portuguese International English
Verify Interactive – Inductive Reasoning	International English Latin American Spanish Italian
Verify Mechanical Comprehension	Japanese Simplified Chinese Spanish
Verify Numerical Ability	Japanese Simplified Chinese

OPQ Reports

Product	Language
Enterprise Leadership	Danish
OPQ Candidate Report v2	Danish
	Dutch
	English (INT)
	Finnish
	French
	French (CA)
	German
	Hungarian
	Italian
	Japanese
	Norwegian
	Portuguese
	Portuguese (BR)
	Spanish
	Spanish (LA)
	Swedish
OPQ Leadership Report	Chinese Simplified
	Danish
	Dutch
	English (INT)
	English (US)
	French
	German
	Japanese
	Korean
	Polish
	Portuguese
	Portuguese (BR)
	Romanian
	Russian
	Spanish (LA)
	Swedish
OPQ Development Action Planner (UCF2)	Danish
Universal Competency Report (UCF2)	Danish
	Dutch
	Norwegian
	Thai

New Norms

Product	Norm
Verify Interactive – G+	General Population Composite (New Zealand)
	General Population Composite (Indonesia)
	General Population Composite (Egypt)
	General Population Composite (Saudi Arabia)
	General Population Composite (UAE)
Verify Interactive – Inductive Reasoning	General Population Composite (Indonesia)
Verify Interactive – Deductive Reasoning	General Population Composite (Egypt)
Verify Interactive – Numerical Reasoning	General Population Composite (Saudi Arabia)
	General Population Composite (UAE)