



SHL Release notes

Q2 2022



SHL Release notes

April

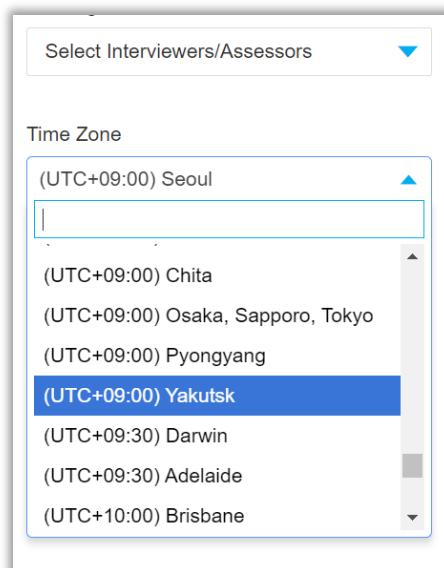
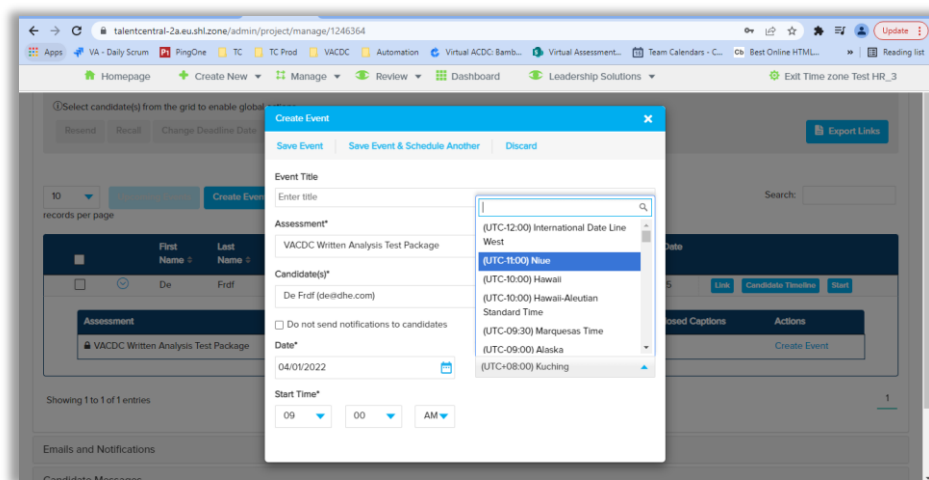
VACDC - Time Zone Improvements

To standardize the time zones list available while scheduling/rescheduling events, we are releasing multiple improvements.

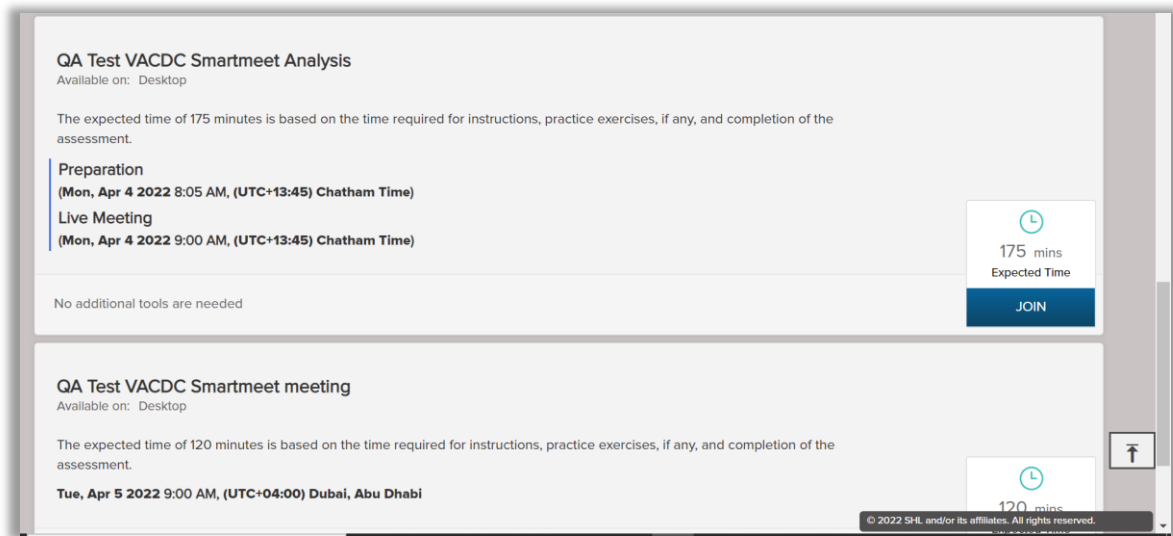
1. Updating the time zone list – There were many time zones which were missing from the list. To complete the list, we have added 100+ time zones.
2. Updating the display name – We are standardizing the display name for the time zones.
3. Improving the behavior of search tab – The user can now search the time zone using the – time zone name, country, city, continent and offset.

Impacted Area/Changes can be seen on;

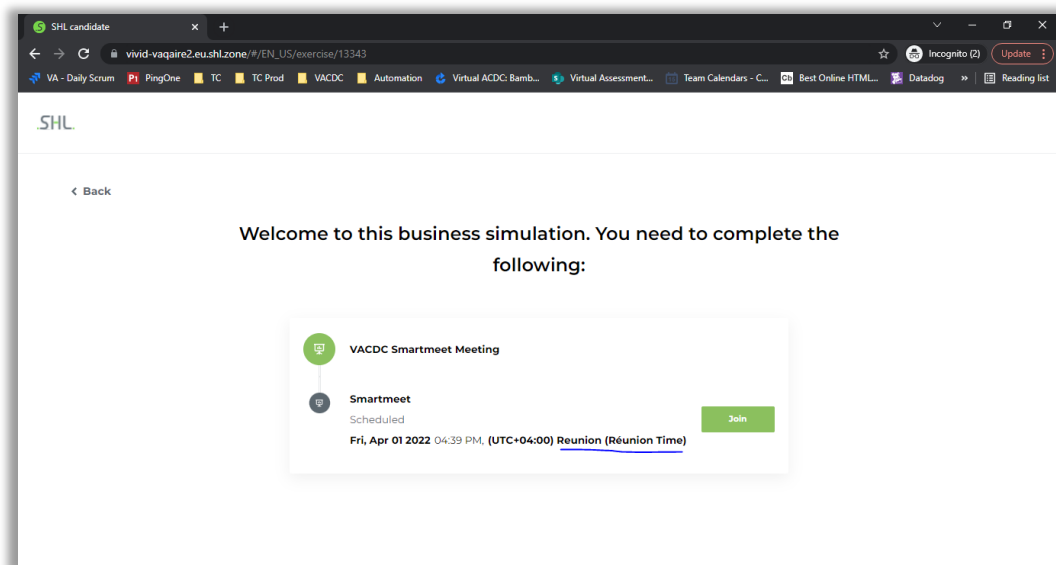
1. The time zone drop-downs on create event/edit event pop-up and on upcoming event page.



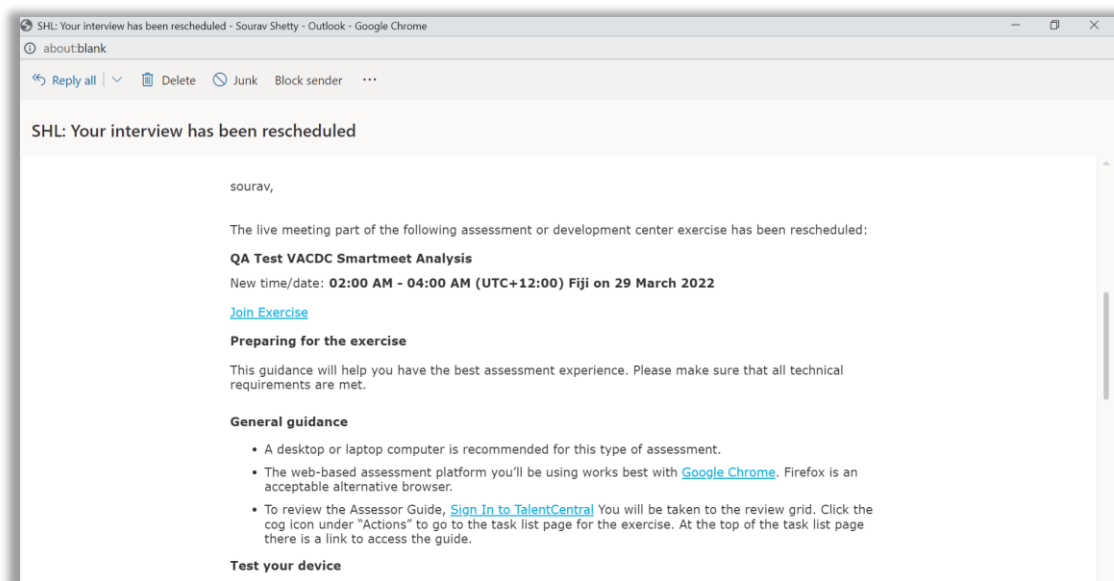
2. Assessment Home Page (AHP) – The time zone display name is updated in the scheduled exercise time



3. VACDC task listing page - The time zone display name is updated in the scheduled exercise time.



4. Schedule and reschedule emails/invites



Platform: TalentCentral
Date Available: 12 April 2022

Smart Interview on Demand

Reading time for text-only questions - Improvement

What is the feature & what problem does it solve?

- It provides reading time for text-only questions in Smart Interview on Demand by adding extra time to the preparation time for the candidate. The time added is calculated based on question statement length and a reading speed of 100 words per minute. The minimum time added is 10 seconds and, as the word length increases, the reading time added increases by 5 seconds each time.
- Currently, media playback time acts as reading time for video/audio questions whereas there's no reading time for text only questions; as soon as the question loads, the preparation time starts.

What does it look like?

- While setting up the interview on TC/iAssess – Recruiter experience
 - New questions: Whenever a text-only question is being created, there is a message below the preparation time field informing the recruiter that 'n seconds' will be added to the preparation time. The value of n keeps changing as the length of the question statement increases.
 - Existing text-only questions: All text only questions will have time added to their preparation time, according to their individual question statement length.
- While attempting the interview – Candidate Experience
 - There is no obvious change to the candidate experience. They will go through each question as they used to, but will now benefit from a slightly extended preparation time to allow them to read the question as well.

What is the customer impact?

- Customers using text-only questions, will have some time added to the preparation time of such questions in their new and previously configured interviews.

The screenshot displays the configuration interface for a question in the iAssess system. It includes a text editor for the question content, an 'Audio/Video file' upload section, and configuration fields for 'Preparation Time', 'Response Time', and 'No. of Attempts'. A tooltip is visible over the 'Preparation Time' field, stating: 'Reading time is in addition to preparation time and may change based on the word count of text-only questions.' Below this, a message indicates: 'Participant will be provided 15 seconds for reading the question'. The 'Preparation Time' is set to 1 minute and 30 seconds. The 'Response Time' is set to 0 minutes and 30 seconds, with an 'unlimited' checkbox. The 'No. of Attempts' is set to 1, with options for 2, 3, 4, and 5. The interface also shows a 'Tag Competencies' section at the bottom.

Platform: TalentCentral & iAssess

Date Available: 7 April 2022

SHL Release Notes

13 May 2022

Candidate self-scheduling - New Feature

Self-scheduling capability allows participants to easily self-schedule virtual events/interviews based on the interviewers' availability. Self-scheduling **empowers candidates** and gives them the flexibility to select the interview slots that fit them best. Interviewers can define their availability in the system through syncing their calendar or maintaining a local version of their availability. Recruiters can select the interviewers' calendars and add additional settings like preferred day and time for booking interviews and launch candidate self-scheduling links. All these benefits will **reduce no-shows**, provide **seamless scheduling**, and **increase efficiency of recruiters**.

Why did we build candidate self-scheduling capability?

This capability allows customers to streamline and automate their interview scheduling for volume recruitment drives and gives a superior experience to candidates in booking their upcoming interviews. The benefits include:

- **Streamlined Process:** Automated interview scheduling removes operational bottlenecks and opens the door to streamlined processes.
- **Avoids Double Booking:** Minimizes the possibility of errors through built-in checks and real-time calendar sync. Booked slots will automatically disappear from a candidate's slot selection options
- **Empowers Candidates:** Letting candidates select the day and time they prefer gives them power and leaves them with a positive perception of your company.
- **Efficiency:** Schedule bulk interviews in seconds—empowers hiring teams to hire faster and work more strategically.

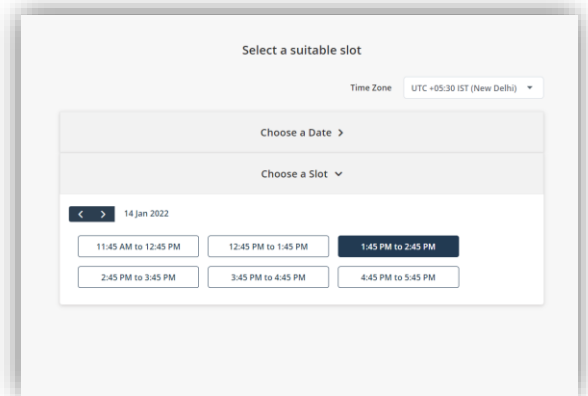
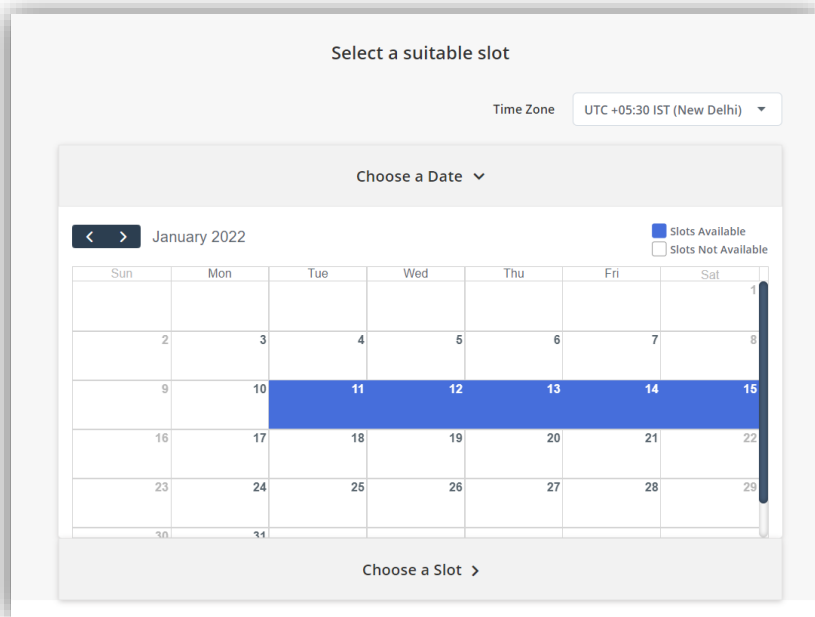
What is the customer impact?

Customers who use Smart Interview Live or Smart Interview Live Coding have the option to enable self-scheduling and calendar sync during system setup or later by reaching out to SHL's internal team via their account managers. Customers have a choice to enable self-scheduling with calendar sync or without calendar sync. If calendar sync is disabled, users can provide availability on the platform by manually selecting their available slots. If calendar sync is enabled, users can connect their work calendars and sync their real-time availability with the platform.

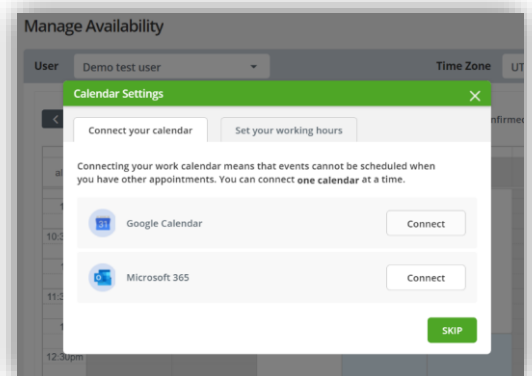
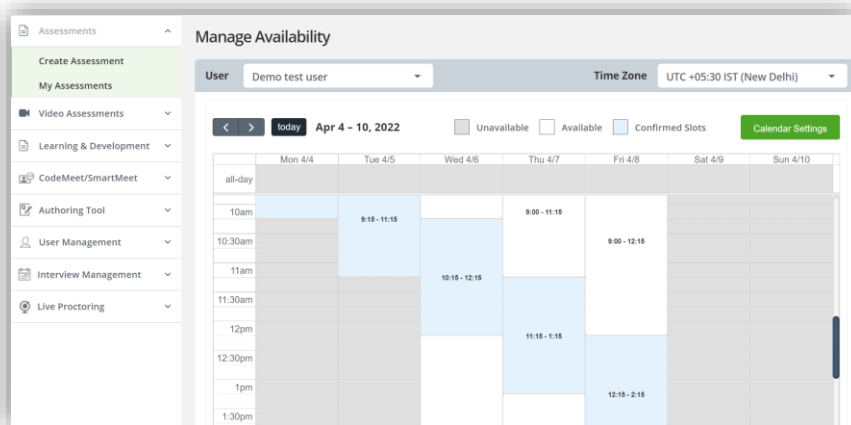
Once self-scheduling is enabled, all the users in that account will have an option to enable self-scheduling while scheduling Smart Interview Live or Smart Interview Live Coding. If calendar sync is enabled, then all the users can also sync their calendars.

What does candidate self-scheduling look like?

Candidate experience



Interviewer Experience



Platform:	<input type="checkbox"/>	TalentCentral	Availability: 6 May 2022
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

Question Level Insights (New Feature)

What is the Question Level Insights?

Question level insights allow users to view question analytics using various parameters such as total attempts, median attempt time, median attempt time to max score, score distribution, usage distribution, language distribution and language stats (median score%, median time taken at global and client level for each question in AM question bank.

Why did we build Question Level Insights?

It gives the flexibility to the client to choose from the popular questions in the question bank and see the performance of candidates across a pool of candidates for those sets of questions.

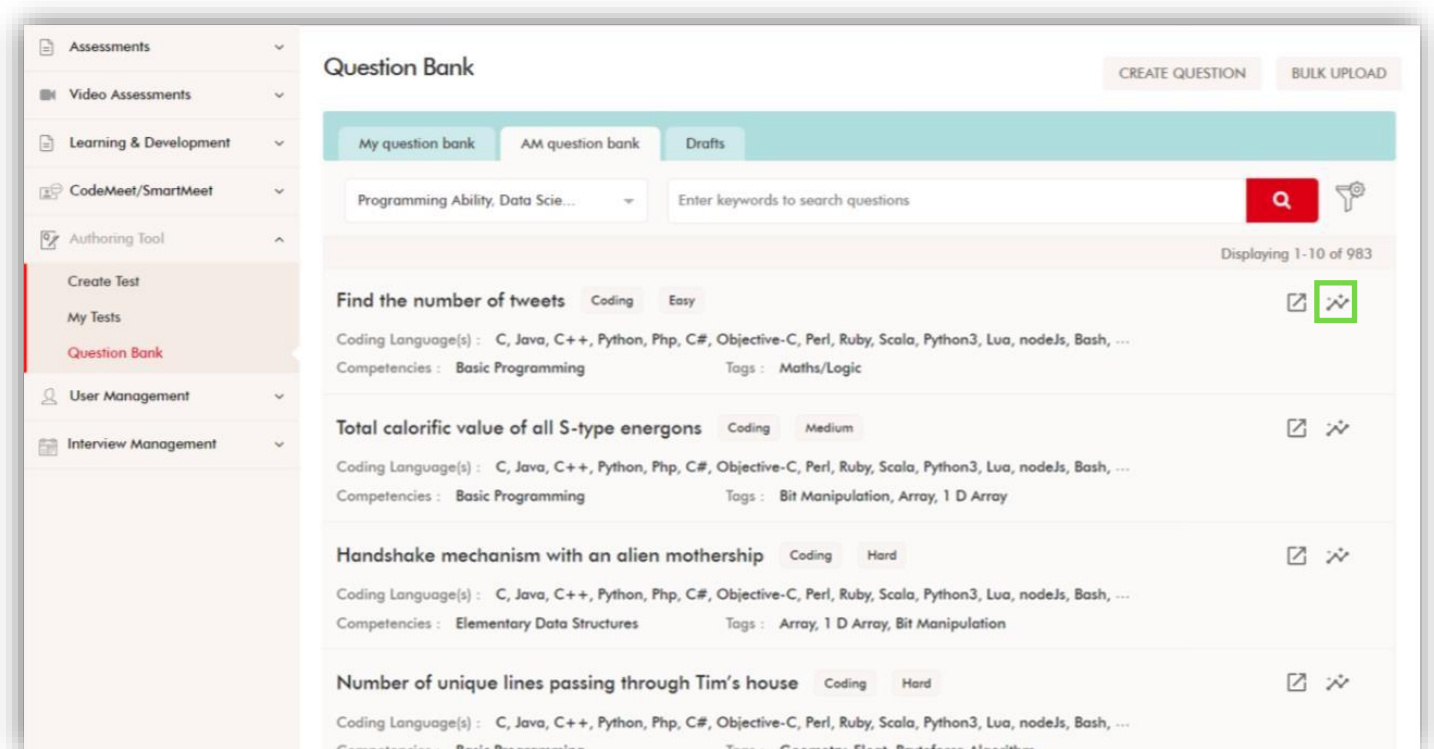
It is a parity feature offered where we would be offering the insights/analytics across clients as well.

What is the customer impact of Question Level Insights?

This feature improves prediction, Insights and data regarding predictiveness of an SHL Tech Hiring question. This will allow hiring teams and client facing teams to select the right questions or switch to questions better aligned with the role.

There will be an insights icon against each question tile which users can click to view the insights for that question. Clicking on it, will take the user to a new interface where all the analytics would be present.

What does Question Level Insights Look like?



The screenshot displays the 'Question Bank' interface. On the left is a navigation sidebar with options like 'Assessments', 'Video Assessments', 'Learning & Development', 'CodeMeet/SmartMeet', 'Authoring Tool', 'Create Test', 'My Tests', 'Question Bank', 'User Management', and 'Interview Management'. The main area shows a 'Question Bank' header with 'CREATE QUESTION' and 'BULK UPLOAD' buttons. Below are tabs for 'My question bank', 'AM question bank', and 'Drafts'. A search bar contains 'Programming Ability, Data Scie...' and a search icon. The results show a list of questions, each with a title, difficulty level, coding language options, competencies, and tags. The first question, 'Find the number of tweets', has an 'Insights' icon (a green square with a white magnifying glass) highlighted with a green box. Other questions include 'Total calorific value of all S-type energons', 'Handshake mechanism with an alien mothership', and 'Number of unique lines passing through Tim's house'.

Question Level Insights

All Tests

(Client name) Tests

Details

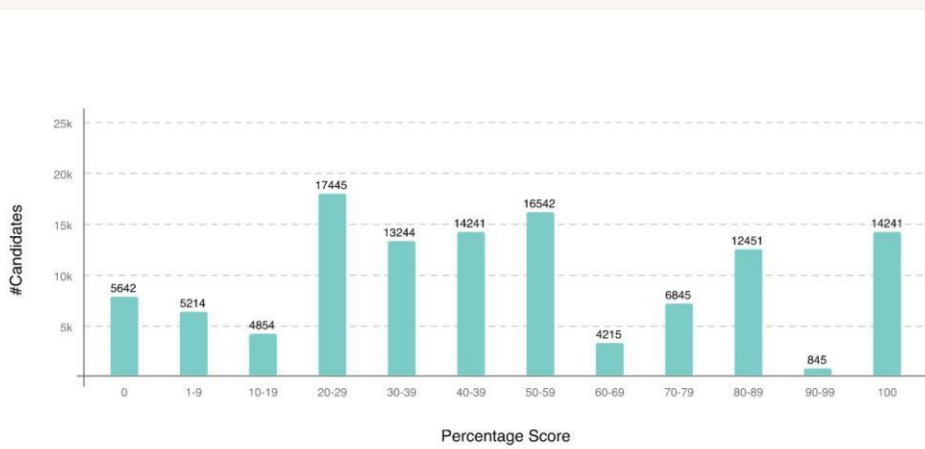
Author	Author Name
Created on	2021-02-08

Stats

Total Attempts ?	4321
Median Score ?	6%
Median attempt time ?	20m 25s
Median attempt time to max score ?	20m 25s

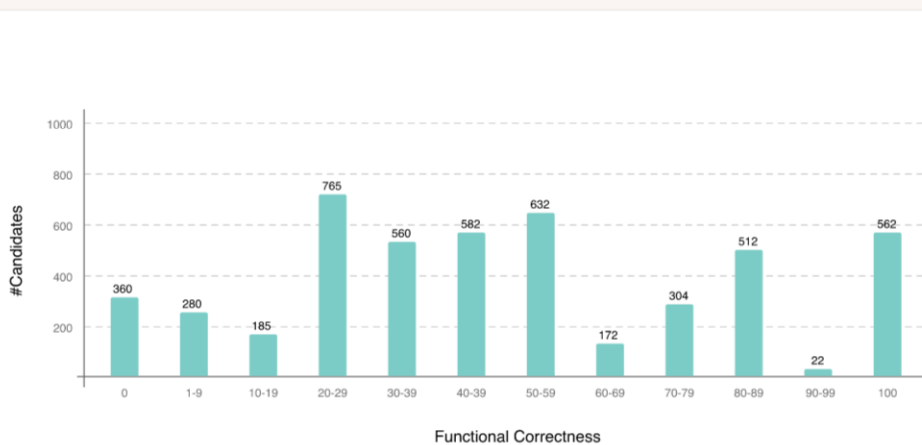
Score Distribution %

Distribution of score percentage across candidates



Functional Correctness

Distribution of functional correctness across candidates



Candidates by Language



Language Stats

Language	Candidates	Median Score	Median Time Taken
Python 3	6876	50	58m
Java 8	5876	48	53m
Java 7	4564	42	49m
C++	3541	39	44m

Platform:	<input checked="" type="checkbox"/>	TalentCentral	Availability: April 2022
<input checked="" type="checkbox"/> iAssess	<input type="checkbox"/>	Insights	
<input type="checkbox"/> 360/MFS	<input type="checkbox"/>	SHL Apps	

New OTS lenses available via insights for our Review / Mobilize Solutions

What are the new standard lenses?

- The new standard SHL lenses allow existing and new insights to visualize their participant assessment data through some of the most frequently used SHL Frameworks. Lenses included in this release are:
 - Enterprise Leadership
 - SHL Universal Competency Framework
 - Sales Transformation
 - Sales Framework

These lenses are now available alongside the Contextual Leadership and HiPo lenses to allow customers to answer an increased number of talent questions.

Why did we build these OTS lenses?

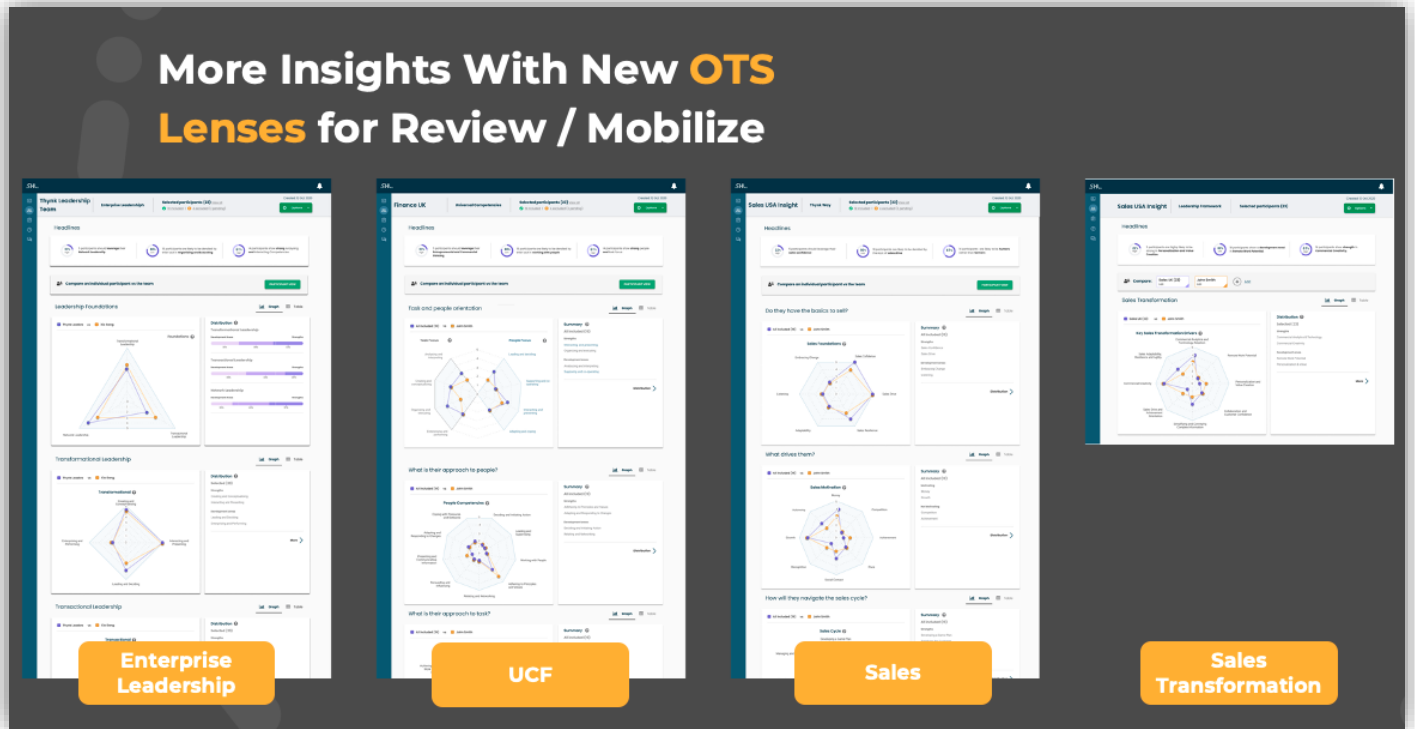
- The new OTS lenses aim to help customers answer their most pressing talent questions (single or multiple) through applying the most relevant lens/framework to provide answers to questions. Here some examples of how each lens is uniquely designed to answer specific customers talent questions
 - Enterprise Leadership
 - Are my leaders able to work successfully across functions and deliver business success?
 - Where should I focus leader development?
 - SHL Universal Competency Framework
 - Does the talent across my organization align to our business strategy?
 - How do I cast a wider net and find those that are commonly overlooked?
 - How can I engage and retain our employees and provide targeted development?
 - Sales Transformation & Sales Framework
 - Do we have the selling competencies to deliver sales success?
 - Can my sales managers drive my sales teams to deliver success?

How will customers benefit?

- The new OTS lenses are available on request to all existing and new insights clients. Access to a single lens (for a defined population) will be available via our Review Solution.
- Access to multiple lenses simultaneously will be made available via our Mobilize solution.

What do the lenses look like?

- The new lenses are designed using standard visualization sections and components to create consistency and ease of interpretation across lenses.



Platform:	<input type="checkbox"/>	TalentCentral	Availability: 1 May 2022
<input type="checkbox"/>	iAssess	<input checked="" type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

SHL Release Notes

27 May 2022

SHL Teams app for recruiters- end of life update

What is the SHL Teams app for recruiters?

SHL launched the SHL Microsoft Teams app for recruiters in early 2021 as part of innovation program aimed at developing new products. The Microsoft Teams app allowed recruiters to perform frequent activities (check scores/reports, schedule interviews) directly through MS Teams and was launched for all existing TalentCentral customers.

Why did we build the SHL Teams app for recruiters?

The Microsoft Teams app allowed recruiters to perform frequent activities (check scores/reports, schedule interviews) directly through MS Teams and was launched for all existing TalentCentral customers.

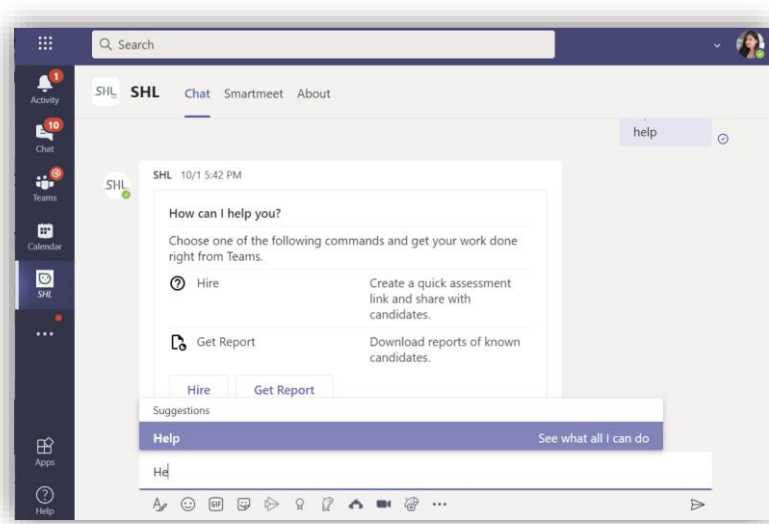
Why are we ending the support for SHL Teams app for recruiters?

Since launch, SHL has monitored feedback and usage data to understand the value the app has generated for end users. We highly value your feedback and thank you for sharing your inputs. Overall feedback suggests that further improvements are needed to expand the capability set, provide more value for recruiters and drive adoption.

The **SHL Microsoft Teams app for Recruiters** will therefore be taken down from the Microsoft app store and **will not be available for use after 30 June 2022**.

The feedback collected thus far will be used to define future direction, re-think our Microsoft Teams integration strategy, and re-launch the app in future with a wider capability set.

What does SHL Teams app for recruiters look like?



Platform:	<input checked="" type="checkbox"/>	Talent Central	End of life: 30 th June 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

Virtual Lobby

What is the Virtual Lobby?

Virtual Lobby is a new feature that we are introducing for Smart Interview Live and Smart Interview Live Coding. This will help customers move their offline hiring drives to a virtual setting where they can simulate mass walk-ins/hiring events. It will enable them to create multiple interview rooms and schedule a batch of candidates for back-to-back interviews in one go.

Why did we build Virtual Lobby?

Managing offline campus hiring drives, mass walk-ins and general hiring events using direct scheduling where we fix the date and time of the interview has multiple challenges such as interviewers needing to juggle multiple links, their slots getting wasted if the candidates do not show up, etc. Virtual lobby will enable customers to simulate mass walk-ins and hiring events effectively and efficiently.

- Admin users will not have to schedule each interview separately with a fixed date, time etc. which usually takes more time and effort.
- One single link will be generated for the interviewers for a hiring event to enable back-to-back interviews.
- All the candidates will receive the same lobby invite link, which helps in easy distribution.
- Candidates would be called to the lobby in batches so interviewers will not have to wait if one or two scheduled candidate(s) do not show up
- Each candidate will get a slot in the hiring event to reduce their waiting time.
- Estimated time for interview and queue position will be allotted to the candidate as soon as they join the lobby so that they can prepare for the interview accordingly.

What is the customer impact of Virtual Lobby?

There will be no impact on existing or new customers as Virtual lobby will be a customer level feature and can be enabled or disabled for a customer as needed. Existing customers can get this enabled by reaching out to their account managers. On enabling, Virtual Lobby will be available as an additional capability.

What does Virtual Lobby look like?

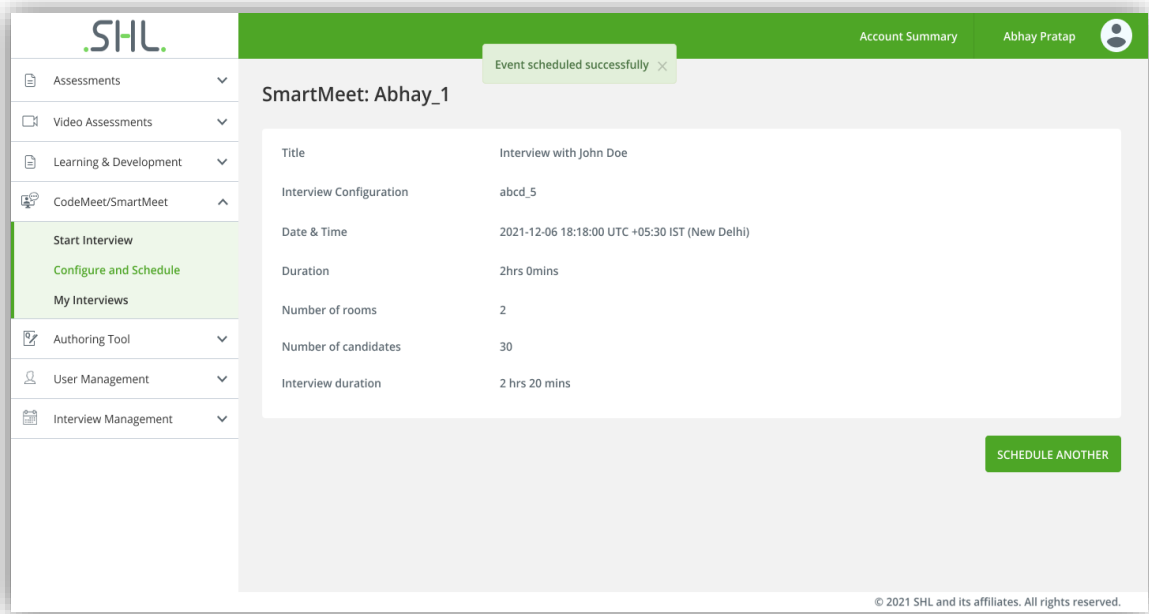
1. Setup and Scheduling

- Admin users will be able to see a new scheduling option “Virtual hiring event” on the scheduling page.
- On selecting virtual hiring event, users will be able to set the hiring event details such as date, duration, and time of the event, add candidates, set no of rooms and add interviewers to the rooms.

The screenshot displays the SHL 'Schedule SmartMeet' interface. The left sidebar contains navigation options: Assessments, Video Assessments, Learning & Development, CodeMeet/SmartMeet, Start Interview (with sub-options: Configure and Schedule, My Interviews), Authoring Tool, User Management, and Interview Management. The main content area is titled 'Schedule SmartMeet' and includes the following sections:

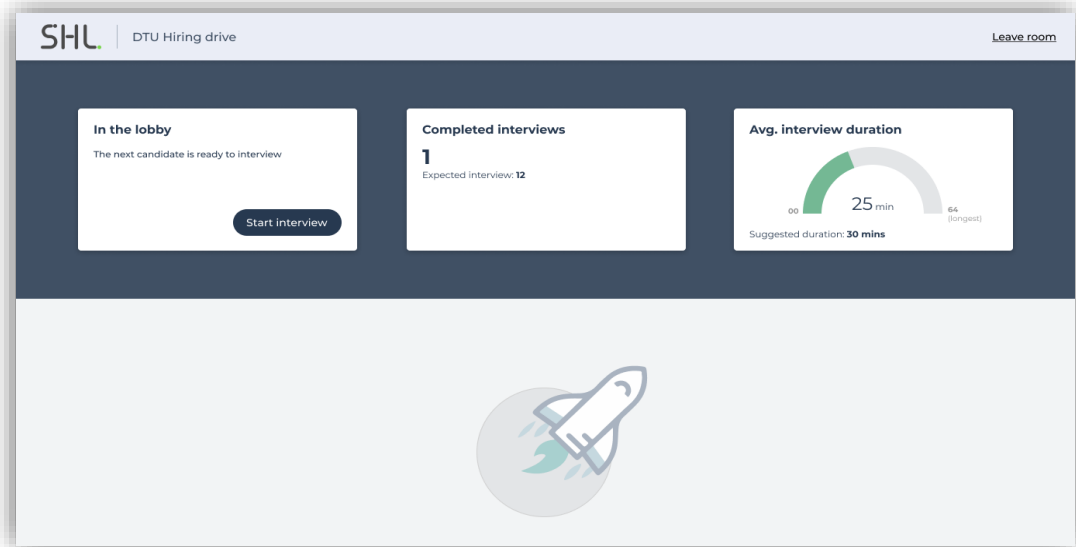
- Selected SmartMeet:** Default Configuration SmartMeet (Abhay Pratap)
- Title*:** Interview with Abhay Pratap
- Interview type:** Radio buttons for Manual scheduling, Candidate self-scheduling, and Virtual hiring event (selected).
- Scheduling Details:**
 - Date & Time:** 06-12-2021 18:18:00
 - Duration:** 2 hrs 00 mins
 - Interview Duration:** 1 hrs 00 mins
 - Interview type:** Radio buttons for One to one (selected) and Panel
 - Country:** India
 - Time Zone:** UTC +05:30 IST (New Delhi)
- Add interviewers and virtual rooms:** Radio buttons for Add individually (selected) and Bulk upload. Interviewer(s) dropdown: Vipul Panwar, Alisha Gulati, Parany Kukreja. + Add new interviewer
- Add Candidates:** Radio buttons for Add individually (selected) and Bulk upload. Candidate Details: Name, Email, Mobile Number, Tag. + Add new candidate
- Interview invites:** Send invites from: Admin Portal (selected). Slot selection notification: Email dropdown. Invitation: Email dropdown. + Add another invitation. Invitation: Email dropdown, 30 mins dropdown, + Add another notification

A green 'SCHEDULE' button is located at the bottom right of the form. The footer contains the text: © 2021 SHL and its affiliates. All rights reserved.



2. Interviewer Experience

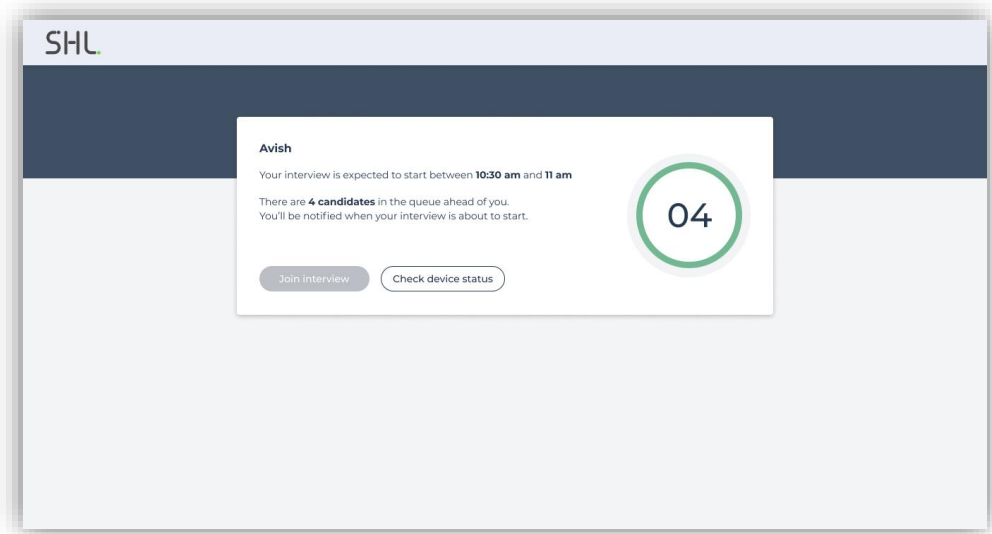
- A single login link for the interviews.
- On accessing the link, interviewers will land on a dashboard from where they can start interviews for the candidates in the queue, see their average and the recommended interview duration and see the number of pending and completed interviews.



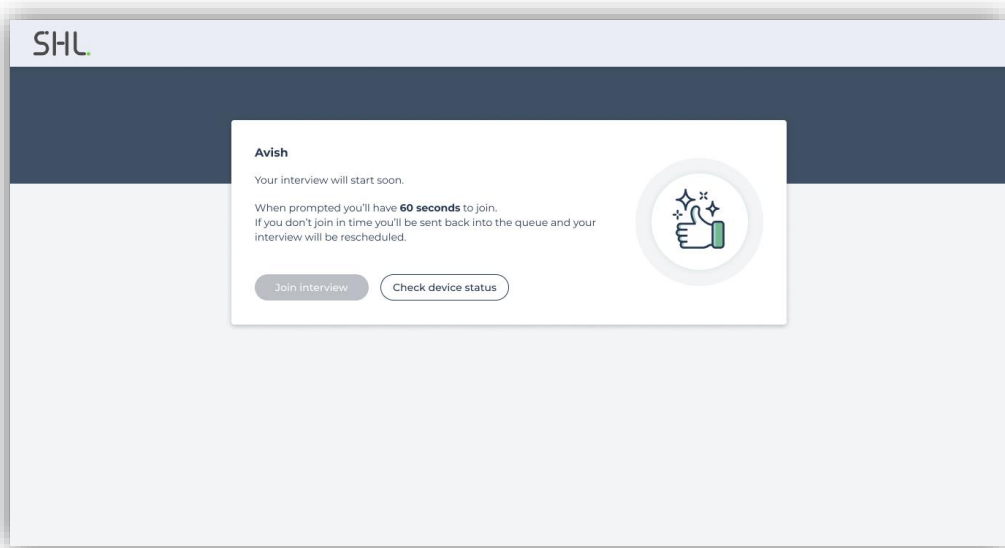
- On ending an interview, interviewers will get redirected back to the dashboard and can start the next interview from there.

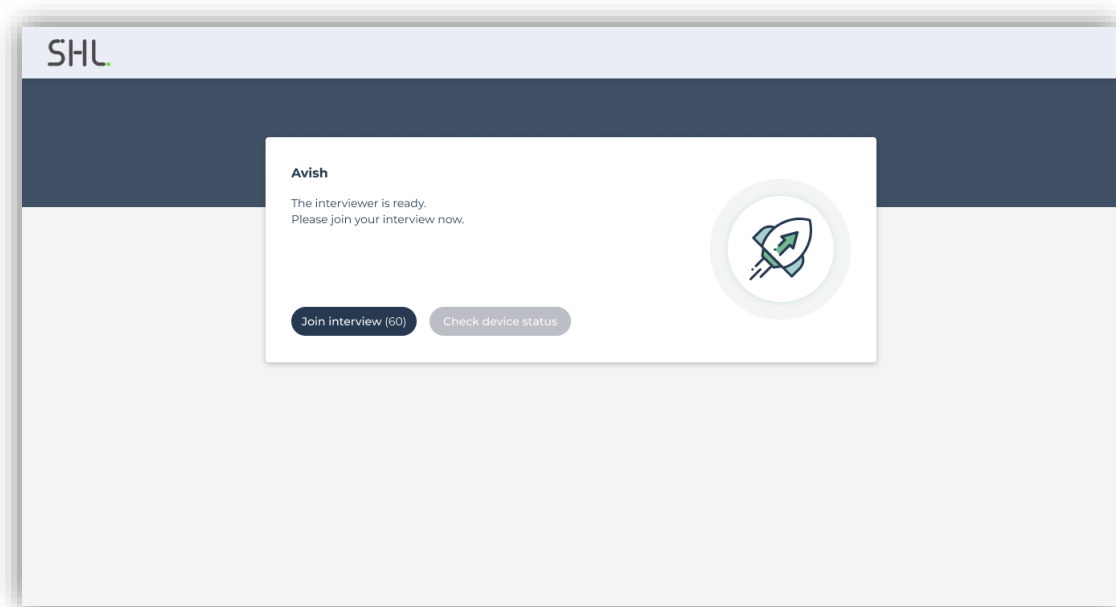
3. Candidate Experience

- Candidates will receive the invites on their email. On accessing the hiring event, they will enter the lobby where they see their number in the queue & expected interview start time.



- The candidate will be notified in the lobby when their interview is about to start and will get 60 seconds to join the interview. If they fail to join within the allotted time, they will be moved to the last position in the queue.





Platform:		<input type="checkbox"/>	Talent Central	Availability: 7 th June 2022
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	

SIOD - Audio Only Interview - New Feature

What is the feature & what problem does it solve?

- **What did we make:** The functionality for recruiters to enable the candidates to attempt an OnDemand interview by recording just their audio responses. The recruiter can decide which type of responses they want during an interview set up.
- **Why did we make this:** To support the recruiter's choice between video/audio responses which could stem from regional restrictions or sheer organizational preference. This also enables the candidates by eliminating the need of a web camera to attempt the interview.

What does it look like?

- While setting up the interview on TC/iAssess – Recruiter experience
 - New interview/assessment: A new section named 'Candidate Response(s)' is added after the interview question set, here the recruiter will be able to select between 'Video responses' & 'Audio responses' for the candidate.
 - Existing interviews/assessments: Existing interviews will not be altered, they would have 'video responses' pre-selected.



Candidate Response(s)

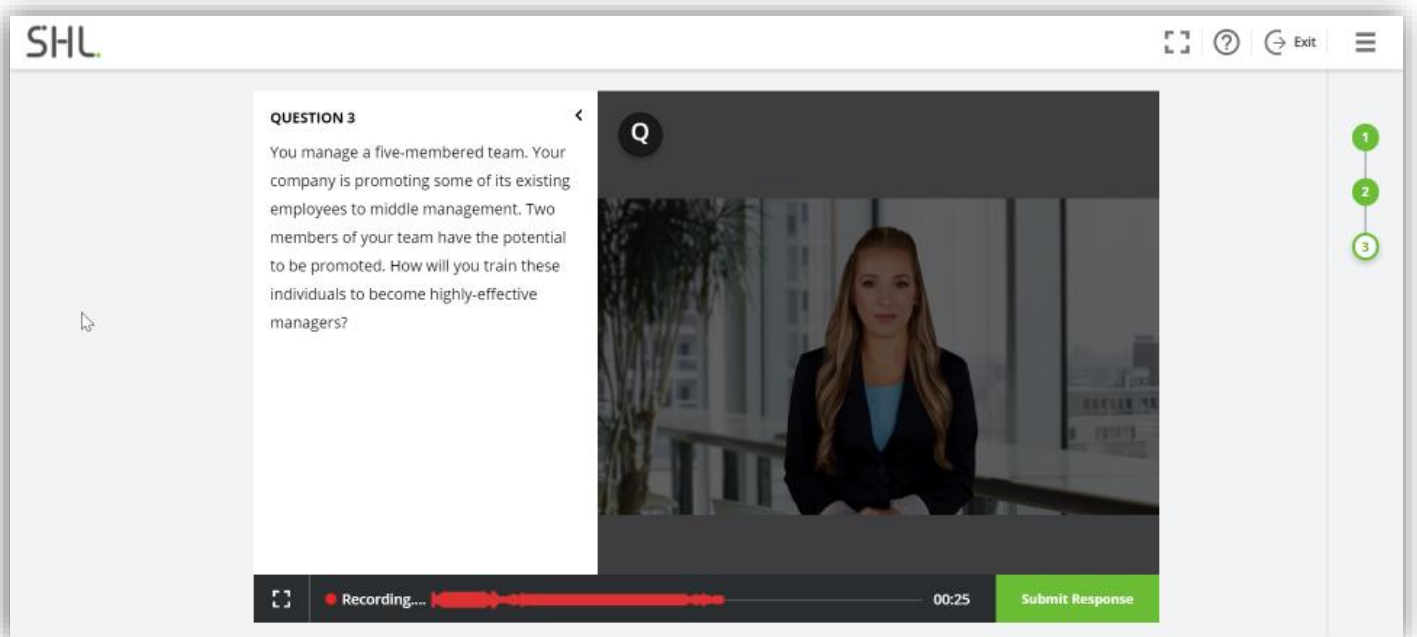
How would you like the candidate to respond?

Video Responses Audio Responses

Would you like to have AI scoring on for the responses?

ON | AI Scoring settings

Note: Manual Evaluation will also be available for this assessment.



SHL

QUESTION 3

You manage a five-membered team. Your company is promoting some of its existing employees to middle management. Two members of your team have the potential to be promoted. How will you train these individuals to become highly-effective managers?

Recording... 00:25 Submit Response

1 2 3

- Note:
 - Once an interview is created, this setting cannot be changed for that interview/assessment.
 - When Audio responses are selected –
 - Social Skills AI scoring is locked since we use candidate videos as input to generate these scores.
 - Proctoring settings that require the candidate’s video are locked on the environment page. For e.g.: Face detection, Candidate snapshot etc.
- While attempting the interview – Candidate Experience
 - The interview will no longer require video camera permissions. The window that displayed the candidate’s live video has also been removed. The instruction slides and the device testing flow has also been updated accordingly. There are no other major changes to the candidate experience.
 -

What is the customer impact?

No immediate impact to existing workflows. This feature will be enabled at the customer’s request.

How to get this feature enabled for your account

Kindly reach out to your account manager to get this feature enabled for your account.

Platform:	<input checked="" type="checkbox"/>	Talent Central	Availability: 30 th May 2022
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

SHL Release Notes

10 June 2022

SHL Teams app for recruiters- end of life update (Reminder)

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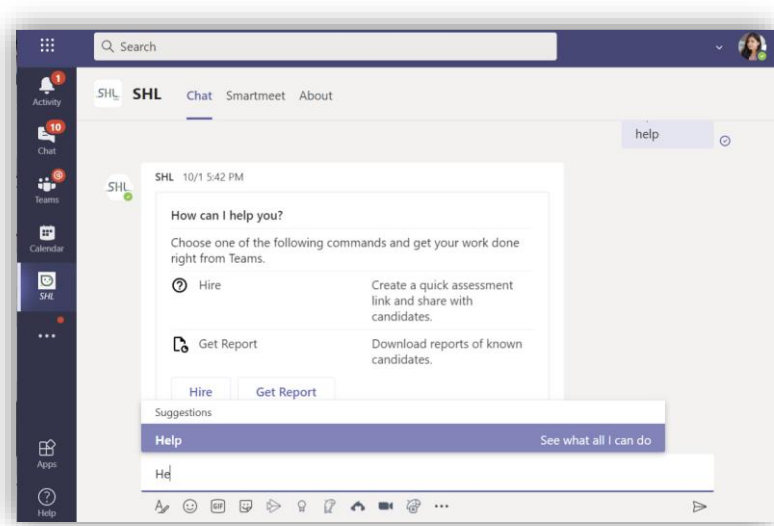
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<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

SHL Release notes

24 June 2022

Detailed Test Case Analysis (New Feature)

What is the Detailed Test Case Analysis?

- Test case analysis will give flexibility to the recruiter to view detailed insights on the test cases statuses and can deep dive into the different categories of test cases in which the candidate fared well/struggled.

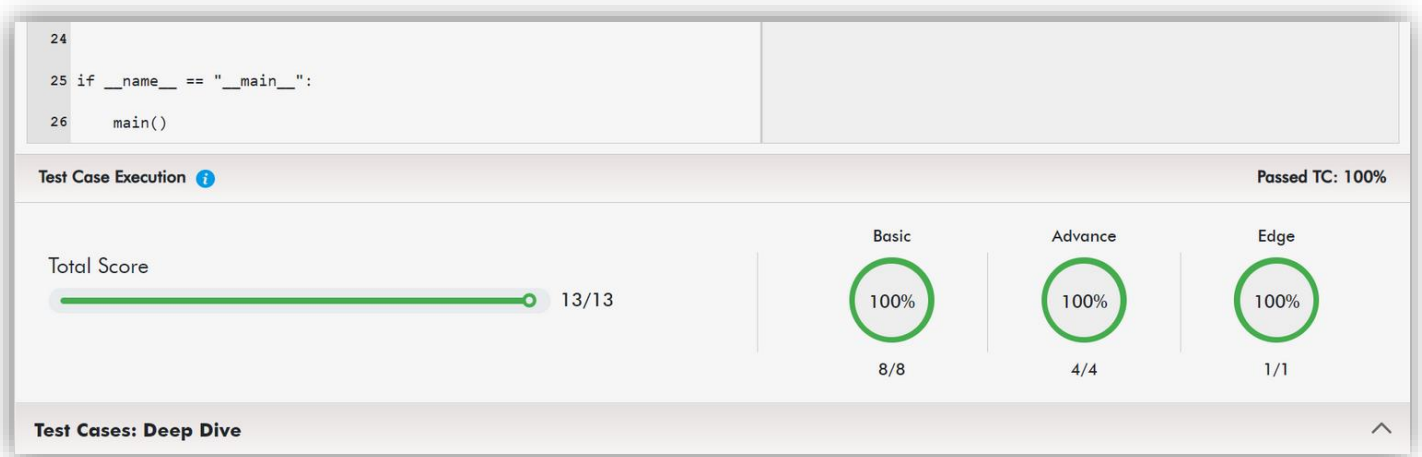
Why did we build Detailed Test Case Analysis?

- Recruiter currently only knows the percentage of test cases the candidate has passed/failed but does not have any control to deep dive into the test cases on which the candidate did well/struggled and type of those test cases.
- It is a parity feature which puts our Automata reports into highlight with our competitors when it comes to test case details.

What is the customer impact of Detailed Test Case Analysis?

- This feature will give recruiters an edge while having a look at the candidate report to view which category of test cases they did well or failed. It will improve decision making while moving the candidate to the next rounds of hiring. This will allow hiring teams to select the right candidates who did well on each category/type of test cases.
- A Test Case Deep Dive section will be introduced in the report (PDF as well) and the recruiter can expand that section to view the test case details. Now, the number of test cases for each category (pass/total) will also be shown in the test case execution section.

What does Detailed Test Case Analysis Look like?



Test Cases: Deep Dive



Basic Tests (8/8)

S.No	Test Case Description	Status
1	Sample 1: All are positive numbers	✓
2	Replica of Sample 1: All are positive numbers	✓
3	All are negative numbers	✓
4	All elements are same in the array	✓
5	Product of two number is maximum but with negative value,so that can't be the answer	✓
6	Max value is zero since all other combination are giving negative values	✓
7	Only two element is there	✓
8	All numbers are one	✓

Advance Tests (4/4)

S.No	Test Case Description	Status
1	Sample 2: Some are negative numbers	✓
2	Replica of Sample 2: Some are negative numbers	✓
3	Product of two negative number is maximum	✓
4	More than one pair exist	✓

Edge Tests (1/1)

S.No	Test Case Description	Status
1	Large data	✓

Platform:



Talent Central

Availability: 21st June 2022



iAssess



Insights



360/MFS



SHL Apps