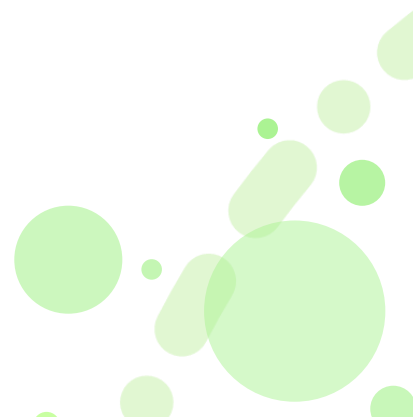# SHL.

SHL Release notes

11 November 2022

SHL Insights - Multiple categories for individual participant – Improvement

What is this improvement?

The goal is to provide our clients with the increased flexibility, in using different Insight types with existing and new participants.

Clients will have the ability to assign multiple participant categories to individual employees in their Insights subscription. Existing assessment completions will be used, if applicable, in new visualizations. If there are additional assessments that are required under the new category, participants will get notified via an email (if enabled).

Clients will also be able to see the breakdown of the category (assessments and reports) upon hover over or clicking on the information icon.

To assign multiple categories to participants in bulk upload (via CSV file), double colon should be used to separate individual categories as per the image below:

	A	B	C	D	E
1	First Name	Last Name	Email Address	Language	Participant Category
2	John	Doe	john.doe@example.com	English	Hipo::UCF

Platform:	☐	TalentCentral™	Availability:	11th November 2022
☐	iAssess	☒	Insights	
☐	360/MFS	☐	SHL Apps	

SHL Insights - Default participant categories – New feature

What are default categories?

Clients will have the option to request configuration of the default participant categories for their subscriptions.
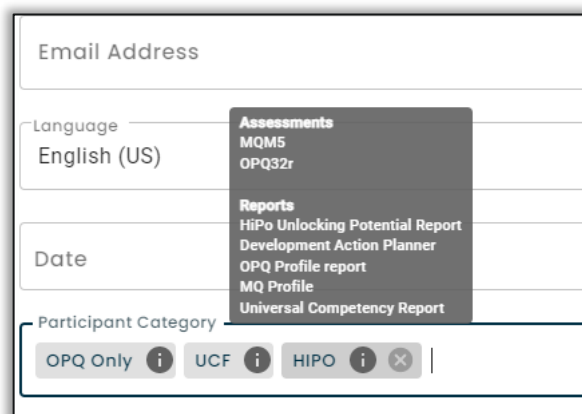
Any categories set as default, at the subscription configuration stage, will be added to all participants on the subscription and cannot be removed.

Default categories will be defined at the configuration stage but can be amended afterwards (by contacting SHL team).
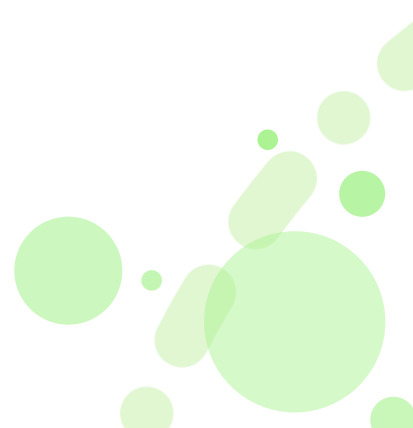
Any additional categories available for the client can still be assigned to participants manually at any stage.

E.g., On the right, first two categories are default (no option to remove them from participant). Third one, HIPO has got a cross next to it, which means it has been added manually and can be removed.

Please discuss with your SHL account team if you wish to use default categories or learn more.

Platform:	☐	TalentCentral™	Availability:	11th November 2022
☐ iAssess	☒	Insights		
☐ 360/MFS	☐	SHL Apps		

Smart Interview on Demand - Unscored question (New)

What is Unscored question?

Enable clients to create new or edit existing questions that are not meant to be scored/evaluated for Smart Interview on Demand.

Why did we build Unscored question?

Recruiters often need additional questions in the interview that even though capture crucial information in the response, they do not measure any competency tagged to the job role. These questions need not be assessed on any parameter rather just need to have responses for recruiter to have a holistic picture of the candidate.

Some examples could be questions around vaccinations, with the pandemic this becomes an important question. Other use cases include, job location, shift timings etc., basically some information that our job role agnostic but important to the company regardless.

Moreover, it is a parity feature offered by our competitors.

What is the customer impact of unscored question

This feature has been requested from multiple clients in the past. More recently it was needed to enable workflows for some recently onboarded clients.

The recruiters can access it while creating a new question or editing an existing question for Smart interview on demand, the recruiter will be able to decide if the question will be scored or not.

What does Unscored Question Look like?

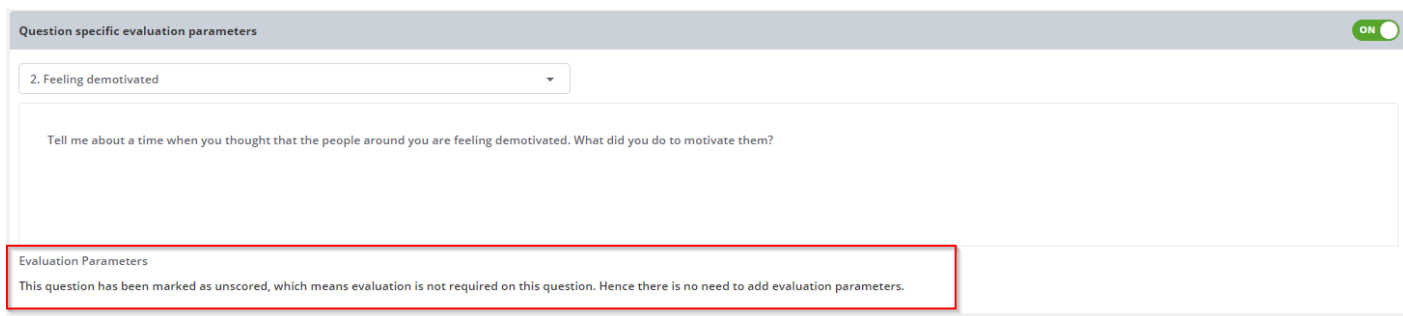*Figure 1: Defining question as scored / unscored*

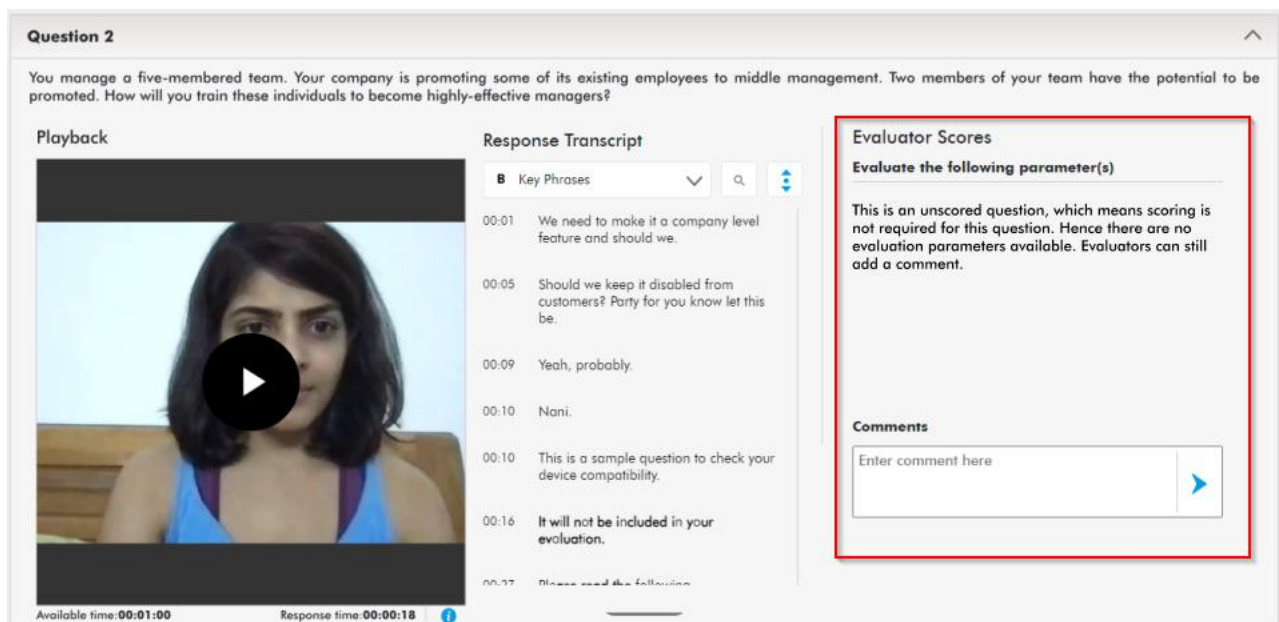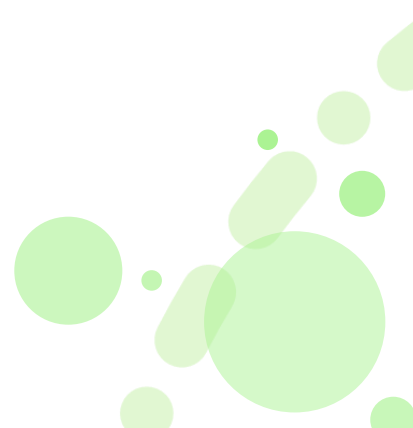Figure 2: Evaluation parameters not needed for an unscored question

Figure 3 : On the report, unscored questions will not be manually evaluated

Platform:	☒	TalentCentral™	Availability: 15 October 2022
☒	iAssess	☐	Insights	
☐	360/MFS	☐	SHL Apps	

Product Availability

JFA

Product	Language
Store Manager 7.1 (Americas)	Canadian French
Graduate 8.0	Latin American Spanish Brazilian Portuguese
Graduate + 8.0	Latin American Spanish Brazilian Portuguese

Verify

Product	Language
Verify Checking 2022	US English

Platform:		☒	Talent Central	Availability: 9 November 2022
	☐	iAssess	☐ Insights	
	☐	360/MFS	☐ SHL Apps	