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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.

| SINGLE PARTICIPANT Please select the group that you would like to - select throup | o add these participants to (optional) | ORGANIZATION STRUCTURE |
|---|--|------------------------|
| | |) |
| | | |
| Participant Details | | |
| Last Name – | | |
| email Address demo@insights.shl.com | | |
| Language English (US) | | • |
| Date | | * |
| Participant Category | | |



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:

| | | А | В | С | D | E |
|---|---|------------|-----------|----------------------|----------|--------------------------|
| 1 | 1 | First Name | Last Name | Email Address | Language | Participant Category |
| | 2 | John | Doe | john.doe@example.com | English | Hipo <mark>::</mark> UCF |

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| | 360/MFS | | SHL Apps | |
| Version: 1.(| 0 Last updated: 11 Nove | mber 2022 | 2 | |

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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.

| Email Address | |
|--------------------------|---|
| Language English (US) | Assessments MQM5 OPQ32r |
| Date | Reports HiPo Unlocking Potential Report Development Action Planner OPQ Profile report MQ Profile Universal Competency Report |
| | |

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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?

| Create Question | | |
|---|---------------------------------|--------------------------|
| Question Title | I | Delivery format 🚯 |
| Enter question title | | Select question format 👻 |
| Question Statement | | |
| D Source D □ B I U × _z × ^z I _x := := + ≠ + ≠ * * = = = = | $\equiv \Omega$ Styles - Format | - X ? |
| | | |
| | | |
| | | |
| | | 4 |
| Audio/video file | 1 | Preparation time 🚯 |
| UPLOAD | | 1 min 30 sec unlimited |
| | | |
| Will the candidate be scored on this question? | , | Response time 🚯 |
| ⊛ Yes ○ No | | 0 min 30 sec unlimited |
| Evaluation parameters can be added for this question. | | |
| | , | Attempts per question 🚯 |
| | (| 1 2 3 4 5 |
| Tag Competencies | | |
| rageompetencies | | |

Figure 1: Defining question as scored / unscored

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| Question specific evaluation parameters | ON |
|--|----|
| 2. Feeling demotivated 🔹 | |
| Tell me about a time when you thought that the people around you are feeling demotivated. What did you do to motivate them? | |
| | |
| | |
| Evaluation Parameters | |
| This question has been marked as unscored, which means evaluation is not required on this question. Hence there is no need to add evaluation parameters. | |

Figure 2: Evaluation parameters not needed for an unscored question

| a manage a five-membered team. You moted. How will you train these individ | | | loyees | o midd | lle man | agement. Two members of your team have the potential t |
|---|-------|--|------------|----------|---------|---|
| ayback | Res | oonse Transcript | | | | Evaluator Scores |
| | в | Key Phrases | ~ | Q | : | Evaluate the following parameter(s) |
| | 00:01 | We need to make it a feature and should w | | iy level | | This is an unscored question, which means scoring is not required for this question. Hence there are no evaluation parameters available. Evaluators can still |
| | 00:05 | Should we keep it dis customers? Party for be. | | | | add a comment. |
| | 00.09 | Yeah, probably. | | | | |
| | 00:10 | Nani. | | | | Comments |
| | 00.10 | This is a sample que device compatibility. | stion to c | neck you | ır | Enter comment here |
| | 00:16 | It will not be included evaluation. | l in your | | | |
| | 00.37 | Disease mand the follow | | | | |

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

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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 |

| Platfo | rm: | \boxtimes | Talent Central | Availability: 9 November 2022 |
|--------|---------|-------------|----------------|-------------------------------|
| | iAssess | | Insights | |
| | 360/MFS | | SHL Apps | |

