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.

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What does candidate self-scheduling look like?

Candidate experience

Interviewer Experience

Platform:	☐	TalentCentral	Availability: 6 May 2022
☒ iAssess	☐	Insights	
☐ 360/MFS	☐	SHL Apps	

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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?
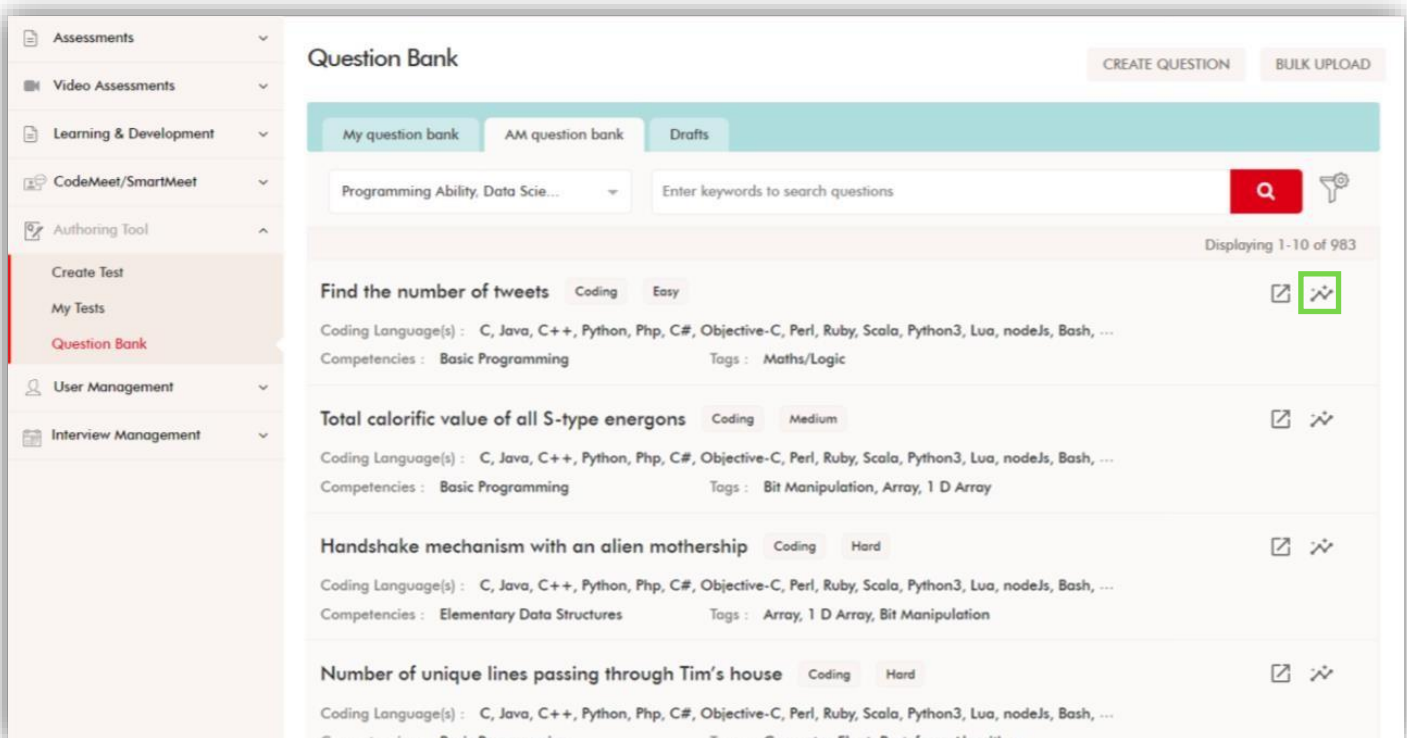
Question Level Insights

Details		Stats	
Author	Author Name	Total Attempts ⓘ	4321
Created on	2021-02-08	Median Score ⓘ	6%
		Median attempt time ⓘ	20m 25s
		Median attempt time to max score ⓘ	20m 25s

Score Distribution %

Distribution of score percentage across candidates
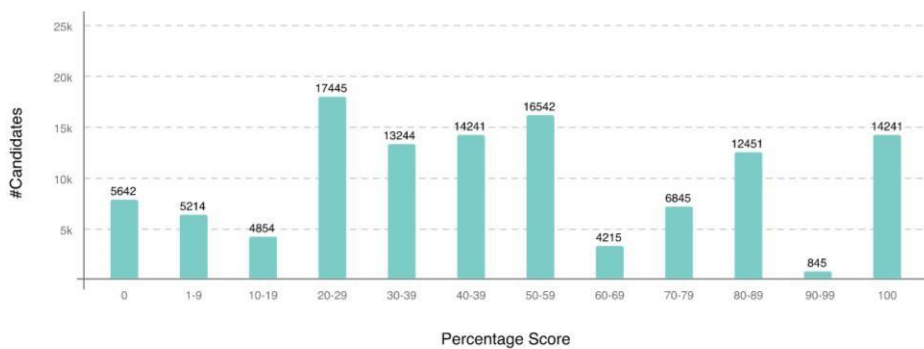
Functional Correctness

Distribution of functional correctness across candidates

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Candidates by Language

- 🟠 Python 3
- 🟡 Java
- 🔵 Java 7
- 🔴 C++
- 🟣 Python 2
- 🟦 C
- 🟪 Java Script (Node Js)
- 🩷 C++14
- 🟢 Python 1
- 🔴 C

Java
526 (12.4%)

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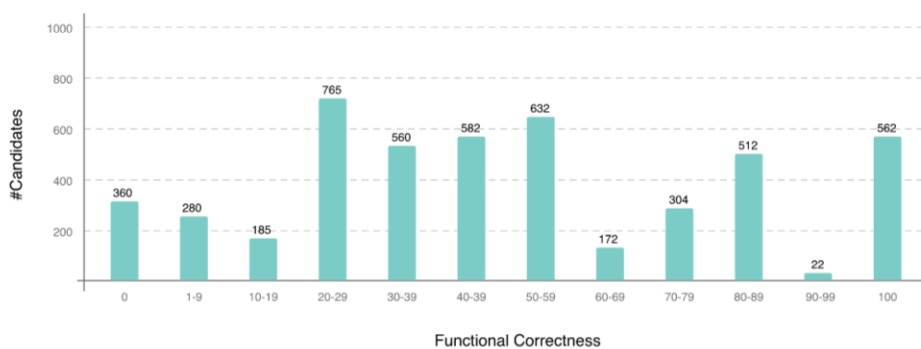
Language	↑	Candidates	↑	Median Score	↑	Median Time Taken	↑
Python 3		6876		50		58m	
Java 8		5876		48		53m	
Java 7		4564		42		49m	
C++		3541		39		44m	

Platform:		☒	TalentCentral	**Availability:** April 2022
☒	iAssess	☐	Insights	
☐	360/MFS	☐	SHL Apps	

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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.

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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.
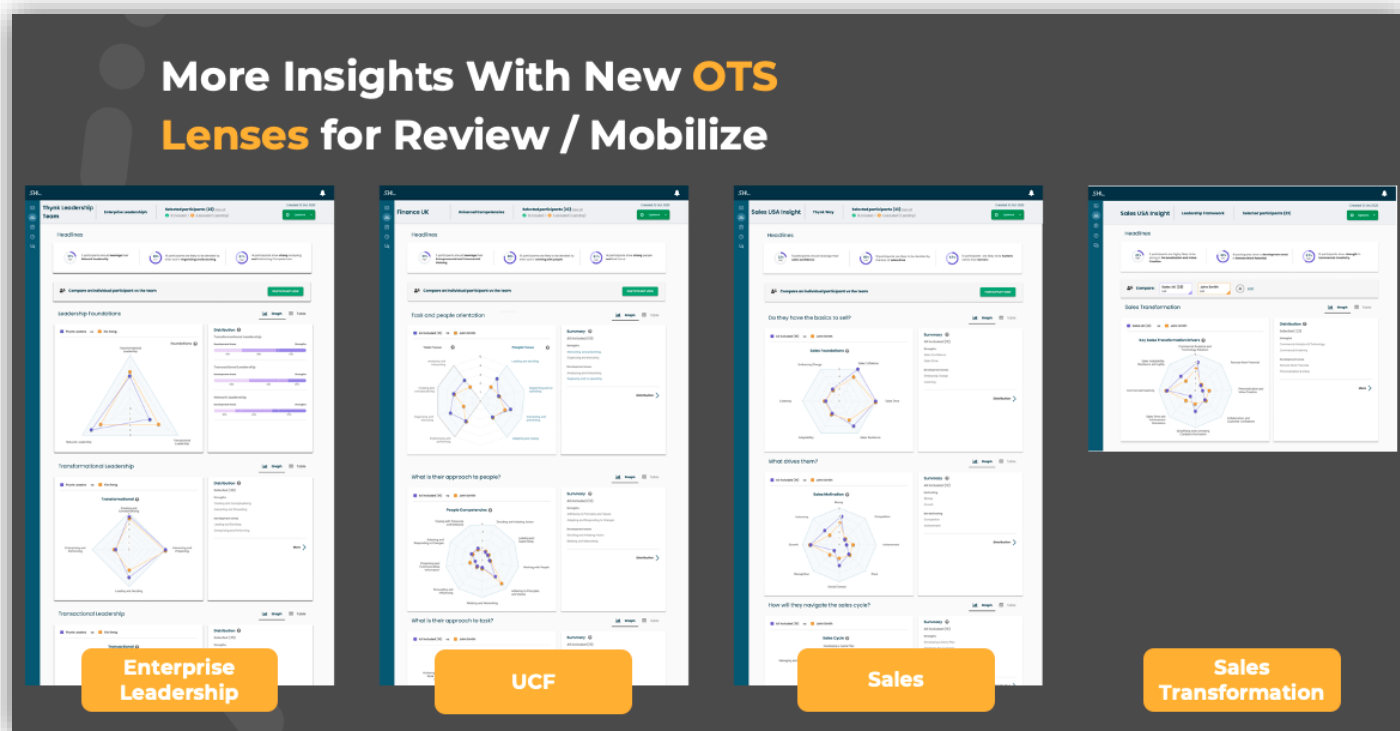
Platform:	☐	TalentCentral	Availability: 1 May 2022
☐ iAssess	☒	Insights	
☐ 360/MFS	☐	SHL Apps	