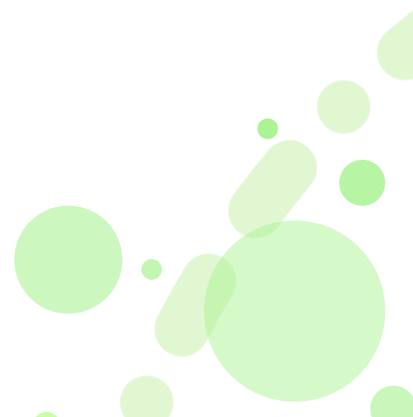




SHL Release notes

06 January 2023



AI Scoring for questions measuring components tagged to the universal competency framework (UCF) – 1st batch (5 Questions)

What have we built?

We have built AI scoring for 5 volume hiring questions that measure 5 unique components tagged to the Universal competency framework.

Why did we build this?

The universal competency framework is a global standard & by having AI scoring on components tagged to this framework we aim to provide more useful insights from the candidate's responses, allowing the recruiter to make more informed decisions. Also, since the scores for the components will be in percentile, it'll be possible for the recruiter to compare candidates based on the same.

It is a differentiating feature for the product.

What is the customer impact

This will help our existing customers get a sense of the candidate's proficiency in various competencies that matter to them. They will also be able to do a bit of comparative analysis since the scores will be in percentile.

The AI scored UCF questions will be enabled automatically in the question bank for all customers. Going forward we will be releasing more questions that measure UCF components and are AI scored.

What does it Look like?

1. The question title and the component they measure: -

Component name	Question Title
Performs Repetitive Tasks	Maintaining concentration while performing repetitive tasks
Copes with Uncertainty	Dealing with ambiguous assignments
Persuades Others	Persuading coworker to support your point of view
Speaks Clearly	Explaining the benefits of smartphone use to non-tech savvy people
Strives to Achieve	Establishing annual goals and striving to meet them

2. Switch on AI scoring for 'Universal Competencies'

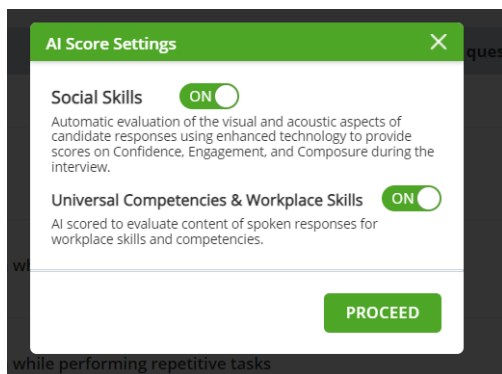


Figure 1 : Pop up for AI scoring toggle

3. How will it be set up: While creating an on-demand interview, the questions will be available in the question bank. Can be searched using the question title, the component name.

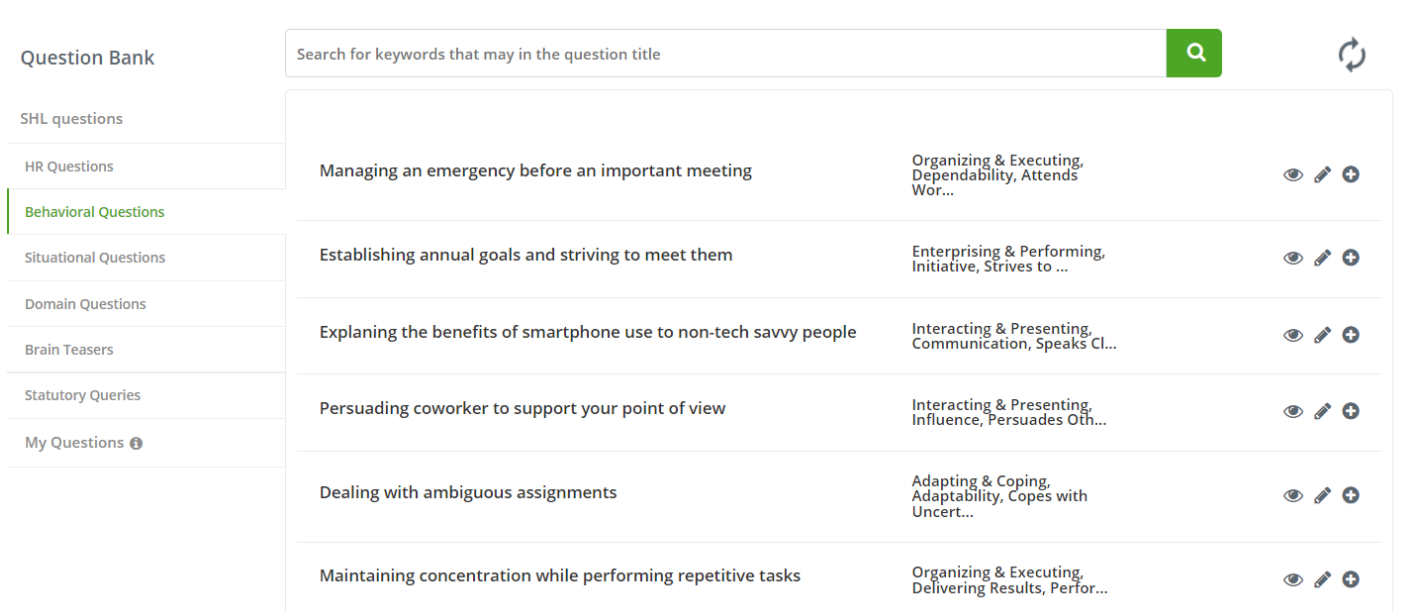


Figure 2 The questions can be found in the SIOD questions bank

4. How will the scores be displayed on the platform:

Reports ⓘ Excel ⓘ Actions

Reports Select Excel 📄

🔔 Schedule Date: 17 days 🔑 Status Key

Status	Name & AMCAT ID	Contact	Test Scores	Schedule Date	Action
<input type="checkbox"/>	410831960470322		Evaluator's Score Unevaluated Workplace Skills 0/100 Social Skills 72/100 Universal Competencies Adaptability - Copes with Uncertainty 77%ile Communication - Speaks Clearly 10%ile Delivering Results - Performs Repetit... 91%ile Influence - Persuades Others 83%ile Initiative - Strives to Achieve 36%ile	2022-12-19 11:49:39	📄 ✉ ⋮

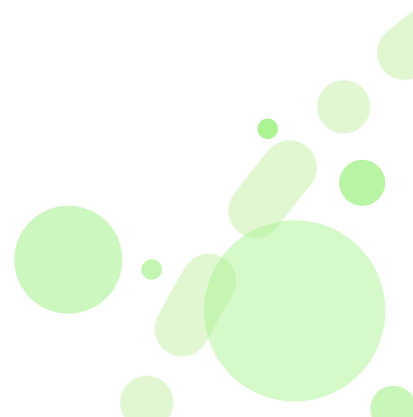
1

Figure 3 Universal competencies percentile scores on candidate list

Evaluator's Score	Unevaluated
<div style="background-color: #4CAF50; color: white; padding: 5px;">Feedback Details ✕</div>	
Name: AMCAT ID: 410831956402737	
Evaluation Parameters	Evaluator's Feedback
Overall Parameters	Corp Sales ✉ Final Score
Communication Skills	Evaluation is pending
Status	Pending
Final Comment	
AI Based Parameters	Score
Workplace Skills	0/100
Social Skills	AI based scoring is switched off for this attempt
Universal Competencies	
Adaptability - Copes with Uncertainty	88%ile
Communication - Speaks Clearly	7%ile
Delivering Results - Performs Repetitive Tasks	89%ile
Influence - Persuades Others	64%ile
Initiative - Strives to Achieve	59%ile

1

Figure 4 Universal competencies percentile scores on feedback details



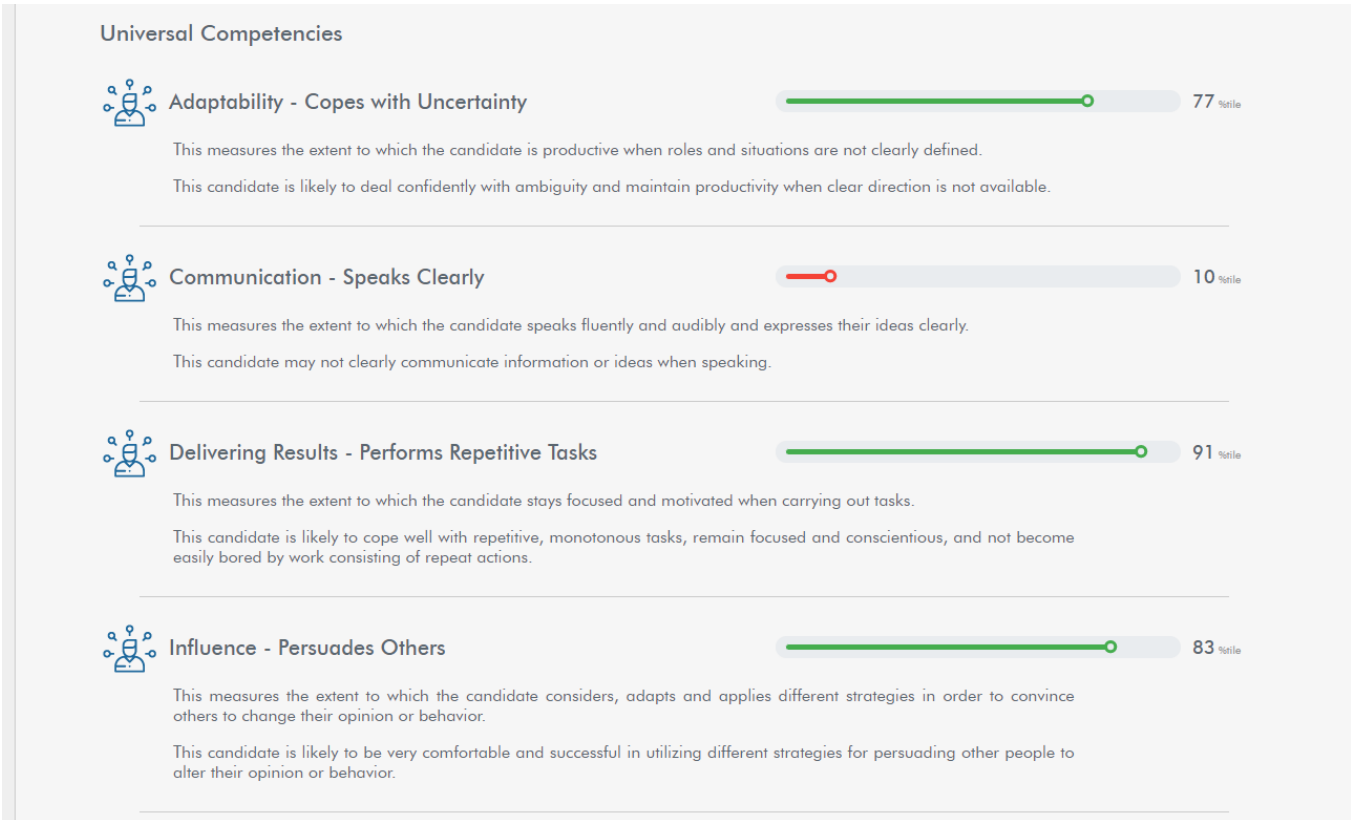


Figure 7 Universal competency scores on Reports - Insights chapter

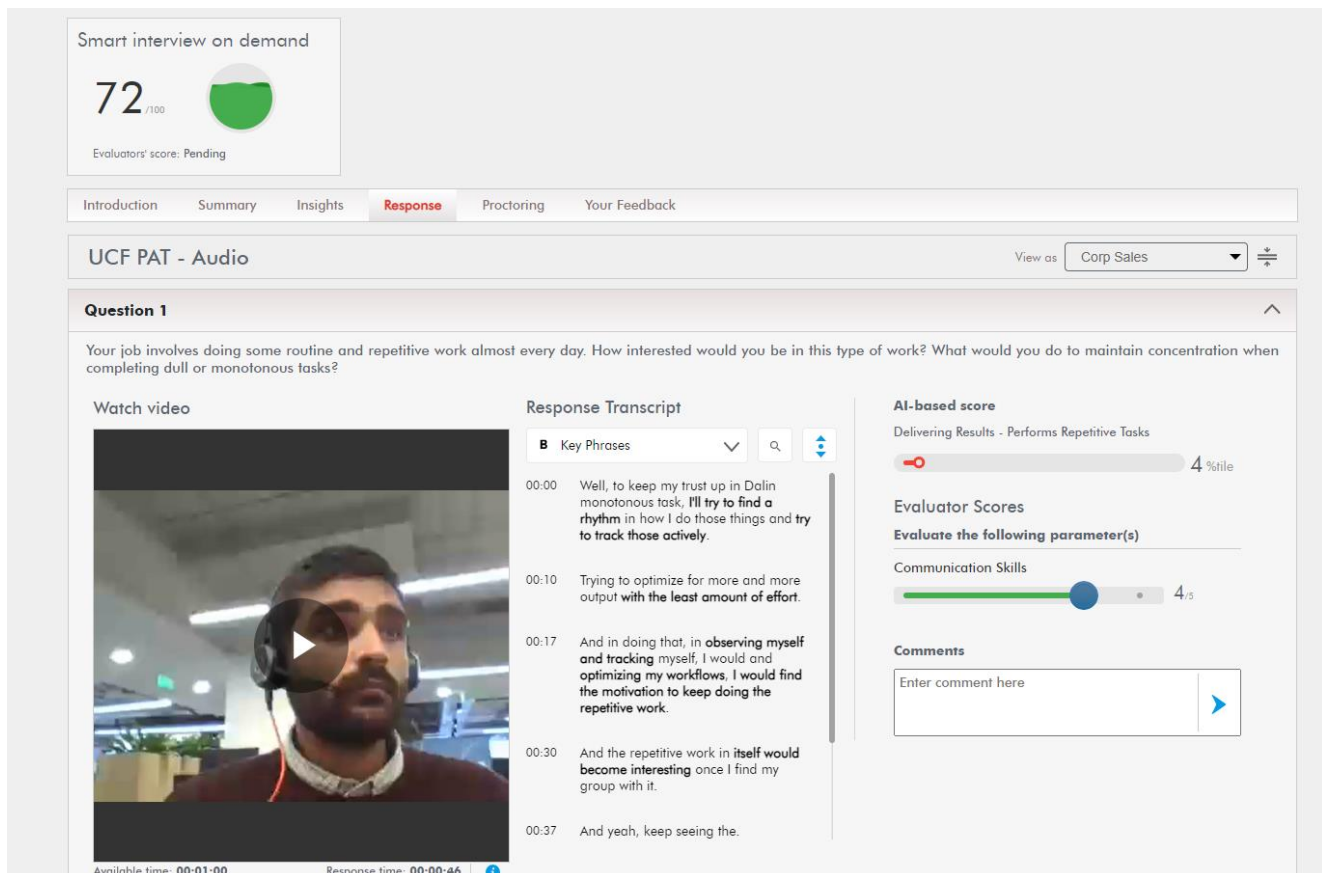


Figure 6 Universal competency scores on Reports - Response Chapter

Platform:	<input type="checkbox"/>	TalentCentral™	Availability: 16 January 2023
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

Product Availability

JFA

Product	Language
General Entry-Level - All Industries 7.1 (International)	Finnish English International Norwegian
General Entry-Level - All Industries 7.1 (Americas)	English US French Canadian
Manager 7.1 (Americas)	French Canadian Portuguese Brazil
Manager + 7.1 (Americas)	Spanish Latin America
Customer Contact 8.0+	English International
Customer Contact 8.0	English International
Sales & Service 8.0	English International
Sales & Service 8.0+	English International

CCSims

Product	Language
CCSims Phone Agent Sales and Service Solution	Portuguese Brazil
CCSims Phone Agent Sales and Service Assessment	Portuguese Brazil
CCSims Phone Agent Customer Service Phone Solution	Portuguese Brazil
CCSims Phone Agent Customer Service Phone Assessment	Portuguese Brazil

Verify

Product	Language
Verify Interactive G+	Vietnamese

Platform:	<input checked="" type="checkbox"/>	Talent Central	Availability: 04 January 2023
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps