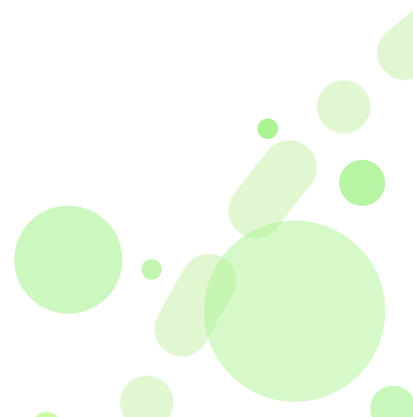




SHL Release Notes

28 April 2023



Research Form – Improvement

What is the Research Form?

The Research Form is a part of the Talent Central candidate workflow, where candidates are required to answer eight questions related to both the job they are applying for and themselves.

What change are we making?

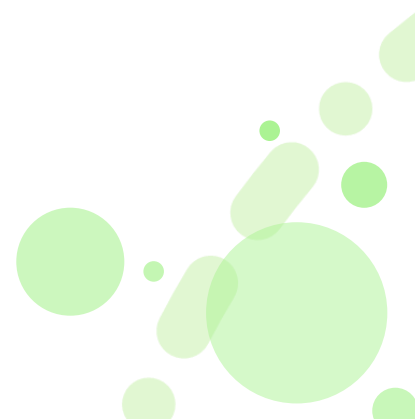
The change we are making is to activate the Research Form for all customers on our US servers (with some pre-agreed exceptions). The Research Form allows us to capture essential information which SHL can use to both improve our products and help customers with legal compliance.

Why did we build the Research Form?

The Research Form allows SHL to collect research data to ensure that the SHL suite of talent assessment solutions remain fair and objective and to help prevent adverse impact and unfair discrimination. Additionally, given the Increase in legislation related to the use of Automatic Employment Decision Tools (AEDT) and potential bias they may create, the collection of Research data is necessary for SHL to be able to help our clients meet compliance requirements.

What is the customer impact of the Research Form?

Candidates on the US Server will see these 8 questions prior to moving into their test sessions. This form is expected to add **less than** one additional minute to the overall session time. All questions have a “prefer not to answer” option if candidates do not wish to answer the questions.



What does the Research Form Look like?

Platform:		Availability: 1 May 2023		
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights	

