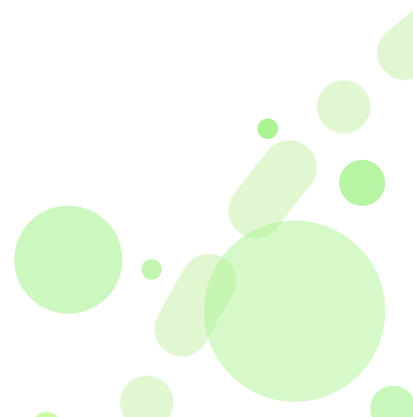




SHL Release Notes

19 May 2023



Realistic Job Preview – refreshed version of SHLE FitQuiz

What is the Realistic Job Preview?

A realistic job preview offers a realistic look into what a job is like, it ensures a fit between the person and the role and the organization, and it helps to retain employees longer. It weeds out candidates that are not fully committed.

Why did we build refreshed SHLE FitQuiz into Realistic Job Preview?

The FitQuiz we offered through SHLE had some user experience challenges.

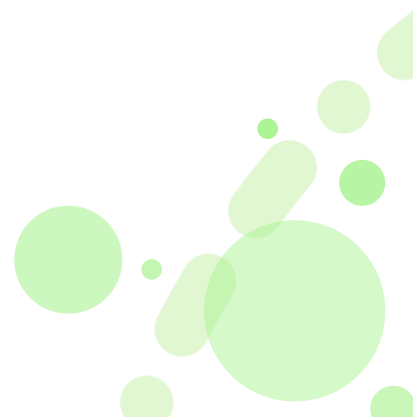
- The FitQuiz layout available in SHLE is limiting and does not reveal the question easily. This misguides the candidate, and they get stuck in the process. So, a better intuitive layout was required.
- Quiz was taking more time to complete, the reason being the multiple no. of clicks needed by the candidate to navigate and a difficult to understand layout.
- The overall experience was not very intuitive and did not immerse the candidate into the job preview.

What is the customer impact of the new refreshed Realistic Job Preview?

- **Improved candidate experience:** - By giving a realistic picture of the job for candidates that choose to continue and by saving time for those that self-select out.
- **Improved quality of candidates:** - Due to increased self-selection out when the job is not a good fit.
- **Higher commitment:** - To the organization from employees who were engaged upfront in the culture and reality of the role.
- **Higher job satisfaction:** - Expectations of a job that match the reality can lead to better performance, and lower attrition.

How to enable Realistic Job Preview for customers?

This Capability is a PS led offering and commercial teams should engage PS and deployment teams for getting this created and enabled for customers.

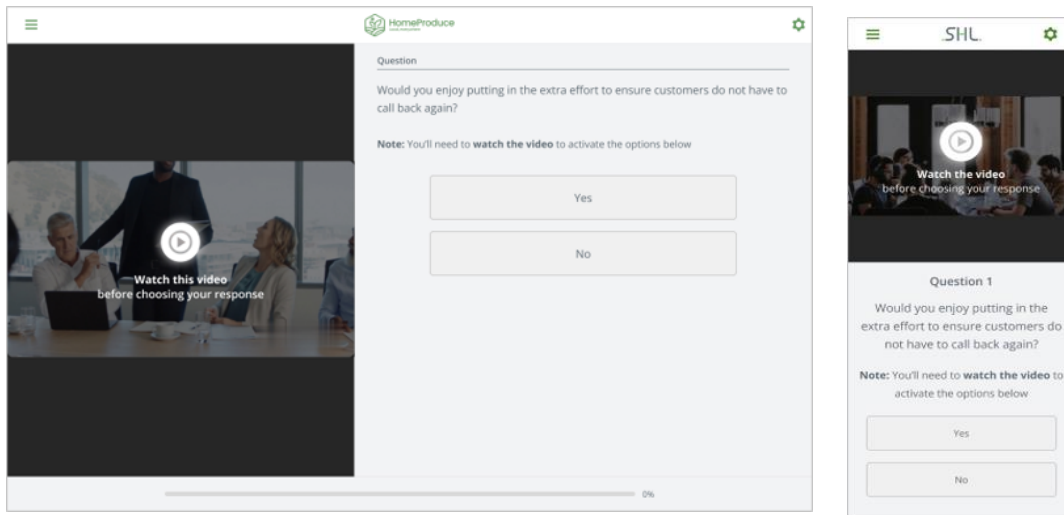


Features of Realistic Job Preview

Three question formats are available in Realistic Job Preview.

- Video based questions.
- Image based questions.
- Text based questions.

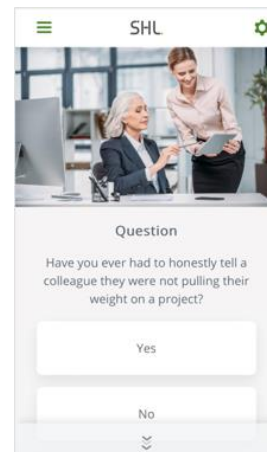
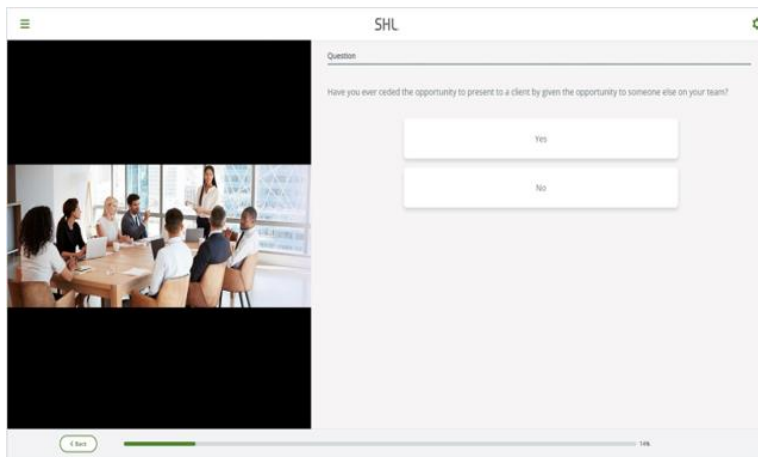
Video based questions:



Candidate sees the first question, a play button with a help text and pulse effect is visible which is quite evident for the candidate to click on it.

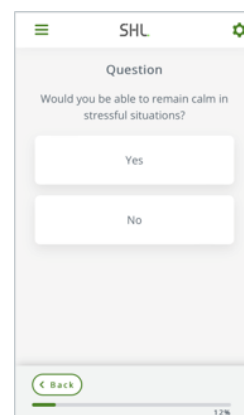
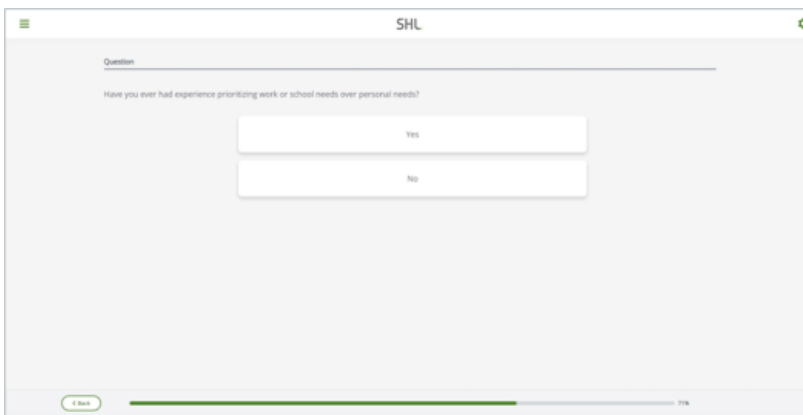
- Responses will be in the disabled state until the play button is clicked.
- After clicking the play button, the candidate will be able to select responses.
- Questions are automatically progressed after clicking on the response.
- Candidate can also go back to the previous question and can change the response by clicking on the back button.

Image based questions:



- Candidate sees the first question sees the image on the left, question on the right and responses below the questions.
- Candidate clicks on the response and automatically progressed to next question.

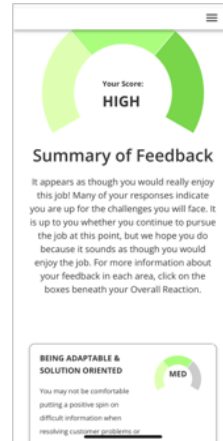
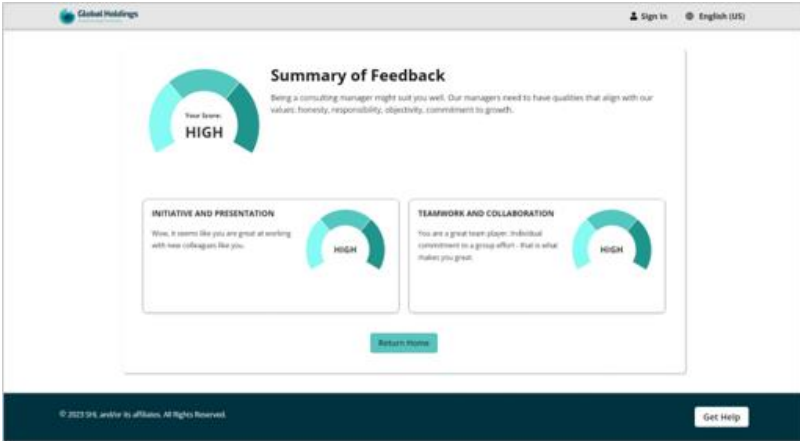
Text based questions:



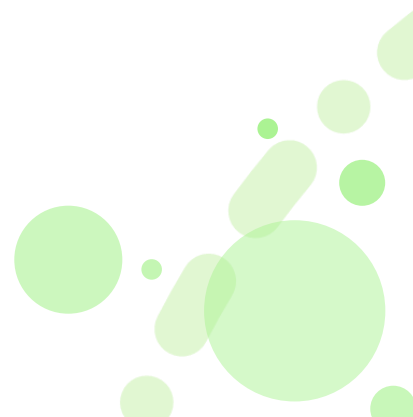
- Candidate sees the first question on the top no media will be there only question will be there.
- The responses will be always in stack format one over another in all the question type.
- Although this is an option that we have designed for, we do not recommend customers/PS to create text only questions.

Feedback Page

After submitting the Realistic Job Preview the candidate will get feedback at the end prompting them to either continue in the workflow if they are interested or give them an opportunity to opt out if the job is not for them.



Platform:				Availability: 15 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	



360/MFS – Ability for participant to view feedback progress.

What is the 360/MFS – Ability for participant to view feedback progress?

The new capability, 360 program participants will have the ability to view nominated raters, and will be able to review the completion status, i.e., not started, in progress or complete and can send personalized reminders offline to encourage completion. This is configurable by administrators, and they can choose to keep this capability on or off.

If enabled: participants will get to see the status of all nominated raters, i.e., completed, not started, in progress or declined.

If disabled: participants will not get to see status of all nominated raters, and it will stay completely anonymous.

Why did we build the 360/MFS – Ability for participant to view feedback progress?

Participants collecting 360 feedbacks from their peers during 360 programs do not have visibility into what's the status of their feedback request, which raters have provided feedback, who has not started and who is in the process of writing feedback, without these participants are not able to follow up with the feedback providers.

What is the customer impact of 360/MFS – Ability for participant to view feedback progress?

These capabilities enhance the experience for participant because they will be able to follow up with their nominated raters offline if they have not provided the feedback yet and reduces dependency on services team or administrators and creates a better, self-serve experience.

How is this capability Enabled– Ability for participant to view feedback progress?

This is configurable from admin through project settings and can be enabled by enabling “Allow participant to view feedback progress”. When enabled, the participants will be able to review the progress by going into the ‘feedback nomination’ task.




Media:


SHL Bramhesh English

Your To Do List

About You




Evaluate Yourself (360°)
Completed ✔




Ask for Feedback (360°)
Feedback in progress 1/3 ⌵

About Others (1) View All ▾



Sidharth Behra 360° Feedback
Not Started ⌵



Amulya Jain 360° Feedback
Completed ✔

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SHL Exit

Ask for Feedback HELP ?

Total people added (3)

Manager (1)

Alisha Gulati ✔ Feedback completed

Direct reports (0)

Colleagues/internal clients (2)

Amulya Jain ⌵ Feedback in progress

Sidharth Behra ⌵ Feedback not started

Others (0)

Platform:		Availability: 15 May 2023	
<input type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input checked="" type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights

Product Availability

JFA

Product	Language
Graduate 8.0	Japanese
Graduate 8.0 (China)	Simplified Chinese Traditional Chinese
Graduate 8.0 + (China)	Simplified Chinese Traditional Chinese
Integrity Assessment	Brazilian Portuguese LA Spanish US English

Platform:		Availability: 17 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		

