SHL.

SHL Release Notes

22 September 2023



Skip Rating for Questions and Parameters - New feature

What is this feature?

This is a new capability we are adding to TalentCentral+ for Smart Interview Live (SIL) and SILC. With the introduction of this feature, interviewers will have the option to skip rating a question or an evaluation parameter by selecting 'Skip rating' against each evaluation parameter and a question.

Why did we build this feature?

Presently, interviewers can provide a rating for a question or evaluation topic, however, they cannot skip rating them. For hiring managers or recruiters it becomes difficult to distinguish between interviewers who deliberately chose not to rate and those who simply overlooked the rating process. It also creates hurdle in structured interviews when interviewers are unable to skip rating a question or topic they prefer not to evaluate. This impacts the overall ratings.

However, with the introduction of this new feature, interviewers can now skip rating questions or any evaluation topic without influencing the candidate's overall score and rating. This ensures a fairer scoring system, and it provides hiring managers with a clearer insight into which questions and topics were skipped from the evaluation.

What is the customer impact of this feature?

Both our existing and new customers will get to see this new feature when they start using Smart Interview Live (SIL) and SILC. This is a standard feature; however, it could be disabled by selecting an additional flag. To do so, account managers can raise an ITSD ticket with Product Support team.

What does this feature look like?

Interviewer experience



1. Skip rating option being selected for a question, in the player.

2. Skip rating option being selected for an evaluation parameter in the player.



3. Skip rating option being selected for an evaluation parameter in the player while ending an interview.

SHL, Smart Interview Live • Utsav 🦼 •	iuthir 🖌	
Question Panel Delivered 1/2 < @ Sudhir (3)	Ratings	×
Add your own question	End interview for candidate(s)	Utaav 0
Search Questions Q	Sudhir <1/1>	ct Status
Question 1 Mutual Career	Competency and Behaviour	
Which two of the following numbers have a product that is between -1 and 01 <u>Vision many</u>	Figma	the second se
Rating Council and 35		Skip rating
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Reasons for rating/skipping	Not evaluated	Contraction of the second se
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Parents have organised a birthday party for their kids. They have ordered a rectangular thus case which is divided into		A CONTRACTOR OF
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4. Skip rating option while evaluating in playback



Recruiter, Hiring Manager & Interviewer Experience

1. Skip rating in feedback details UI in the candidate listing page.

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Projects	^	Candidate List					
View all projects							
Smart Interview On Demand	~	Search interview title, participant i	name, email				۹
E Learning & Development	×						
요우 Smart Interview Live	~	Excel O Select Excel					Actions
	Feedback Detai	ls				×	O Status Key
	Name: Sudhir					Participant ID: 2499078	
	Evaluation Para	meters	Utsav			Aggregated Feedback	Action
	Figma Decision Making		· · ·		3/5	3/5 3/5	≜ ⊚ :
	Design Thinking			•	N/A	N/A	≜ ⊚ ;
	Politeness Clear communic	ation	· · · ·	. 0	N/A 3/5	N/A 3/5	▲ :
	Question Score			0	3/5	3/5	
	Status		May Consider			May Consider	â @ :
	Final Comment						â ® ;
			Mohit	Audit test 1	Utsav	utsav.singh@shl.com	≜ ⊛ :
			Mohit	Interview with Kartik Test_03	Utsav	utsav.singh@shl.com	≜ ⊛ :
			Shahid	Interview with Kartik Test_01	Utsav	utsav.singh@shi.com	≗ ⊛ ;
			Shahid	Interview with Kartik Test	Utsav	utsav.singh@shl.com	â @ ;
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2. Skip rating items being recorded as "Skipped" in the downloaded excel through the candidate listing page.

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Plat	tform:			Availability: 28 September 2023
	TalentCentral [™]	\boxtimes	TalentCentral+ [™]	
	360/MFS		SHL Apps	
	Insights			



SVAR is now available in Brazilian Portuguese - New Product

What is SVAR Brazilian Portuguese?

SVAR, SHLs flagship spoken language test is now available in Brazilian Portuguese. SVAR measures a participant's fluency, pronunciation, active listening, vocabulary, grammar as well as spoken Portuguese understanding. SVAR is designed to make sifting decisions easy, particularly in BPO, Contact Centre and volume hiring settings where spoken language is key to job success.

Key features:

- 15 minutes test with automated scoring
- Candidates' CEFR rating (CEFR is a globally recognised language grading system)

SVAR is powered by an AI scoring model that, as part of its development, has undergone extensive analysis to ensure it does not unfairly disadvantage any segment of the population. Technical details on the assessment as well as documentation of the adverse impact analysis can be found in the technical manual that is available to all clients.

Sample report of SVAR Brazilian Portuguese:

SVAR - Spoken Brazilian Portuguese			
81 /100			
SVAR - Spoken Brazilian Portuguese	2		81/100 CEFR: C1
Competências			
Pronunciation	Fluency		Active Listening
• 75 / 100	o	80 / 100	•••••••••••••••••••••••••••••••••••••
Spoken Portuguese Understanding	Vocabulary		Grammar
60 / 100	·	100 / 100	• 80 / 100

Plat	tform:			Availability: 06 October 2023
	TalentCentral [™]	\boxtimes	TalentCentral+ [™]	
	360/MFS		SHL Apps	
	Insights			
Versio	n: 1.0 Last updated: 22 S	Septem	ber 2023	
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Report links in email – New Feature

What is this Report links in email feature?

This feature is a two-level control system for sharing the reports with candidates. This includes a company level flag to enable or disable the sharing of reports with candidates and a project level flag to control this while creating the project.

Why did we build Report links in email feature?

The primary objective of implementing this feature is to provide control over sharing of reports with candidates. By enabling preferences to be set at both the company and project levels, it ensures that reports are shared only as needed. This feature streamlines the process and enhances customization options for report sharing.

What is the customer impact of Report links in email feature?

This feature significantly enhances user experience by providing customers with increased flexibility and control over report sharing at company and project level. It ensures that the reports are shared accurately and in alignment with their preferences. Additionally, it enhances the candidate's experience by providing clear and accessible report links in emails. This feature is an upgrade for existing customers and will be available to them automatically, further enhancing their user experience on TC+ platform.

Comparison group		-
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Add reports		
Cancel	Add to project	

What does this Report links in email feature Look like?

Pla	tform:			Availability: 15 October 2023
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	360/MFS		SHL Apps	
	Insights			

Deactivating MIS Users in Bulk

What is this Deactivating MIS Users in Bulk feature?

This feature allows admin users to perform bulk deactivation of users associated with a company. This ensures that individuals who are no longer the part of organization cannot access the account.

Why did we build Deactivating MIS Users in Bulk feature?

The primary objective of implementing this feature on the platform is to make it easier for the Operations team and customers to deactivate users, reducing the dependency on production support team. With this feature, the Operations team and customers can handle this process independently within the platform.

What is the customer impact of Deactivating MIS Users in Bulk feature?

This feature significantly enhances administrative control and security of platform. It provides a streamlined process for deactivating users in bulk contributing to a more secure and efficient system. Existing customers will receive this upgrade as part of their user management experience on the platform, resulting in a more streamlined and secure system.

What does feature Deactivating MIS Users in Bulk look like?

	User manageme	nt				Add users Crea	te user group Create user role
Create project View all projects	Add and manage users a						
Smart Interview On Demand	Add and manage users a	and user groups					
Learning & Development							
P Smart Interview Live	Variage users Mar	nage user groups					
2 Castom assessment authoring							
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Product Availability - TM Report Updates

Product	Language
Enterprise Leadership Report	Latin American Spanish

Pla	tform:		Availability: 20 September 2023
\boxtimes	TalentCentral [™]	TalentCentral+ [™]	
	360/MFS	SHL Apps	
	Insights		

