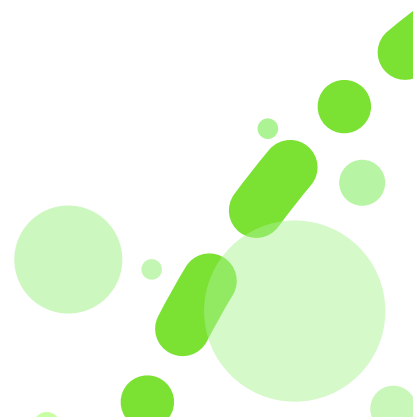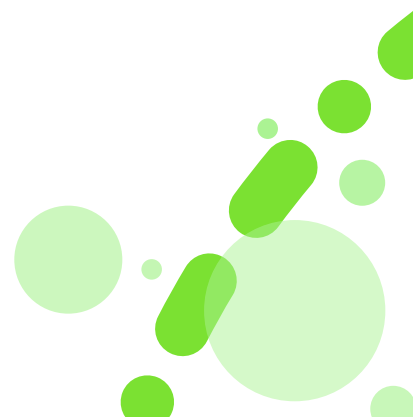# SHL Release Notes

03 November 2023

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Add Screening & Informational Questions – New Feature

What is this Add Screening & Informational Questions feature?

This is a new capability we are adding to TalentCentral+ for Smart Interview Live (SIL) and SILC. With this addition, interviewers will gain the capability to capture candidate responses through options. This feature can apply to

Screening questions
- e.g., 'Are you willing to relocate?' Options: Yes/No

OR

Informational questions
- e.g., 'What attracted you to the company?' Options: Salary, Culture, Growth),
Both these questions will focus on capturing answers rather than rating them.

Why did we build Add Screening & Informational Questions feature?

In certain interviews, it is essential to provide interviewers with the ability to record candidate responses instead of assigning ratings using rubrics. This is particularly relevant for screening questions. Previously, interviewers were resorting to either using general notes for capturing candidate responses or utilizing rubrics as alternatives, and this had the potential to impact the overall interviewing experience for interviewers.

## What is the customer impact of Add Screening & Informational Questions?

Both our existing and new customers will get to add the screening questions (only if they wish to) when they start using Smart Interview Live (SIL) and SILC.
This is a standard featuring offering for SIL and SILC and needs no additional flag to enable this feature.

What does this Add Screening & Informational Questions feature look like?
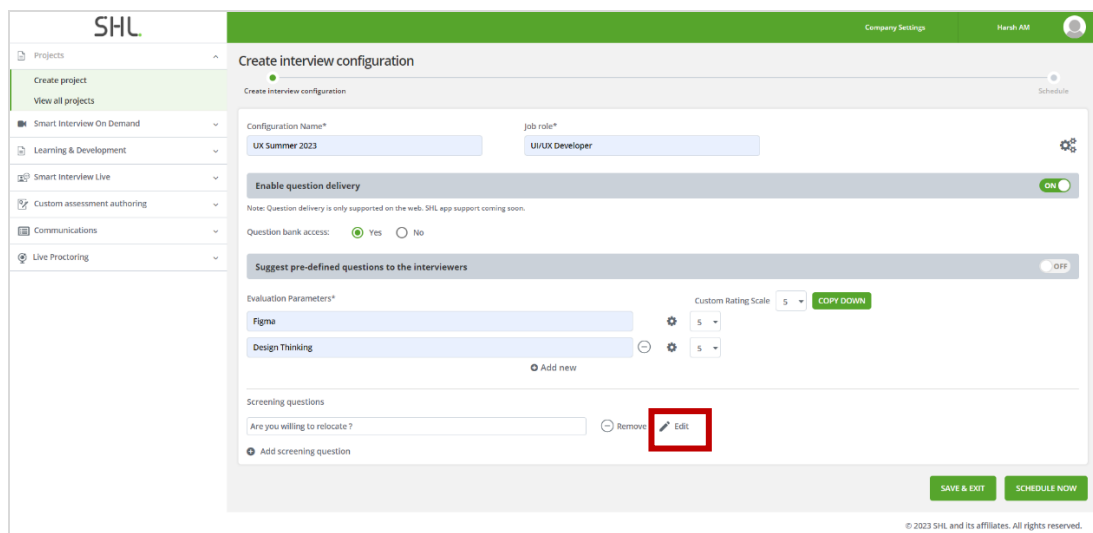
Recruiter, Hiring Manager & Admin experience:

Adding screening questions while creating new interview configuration using 'Add screening question' CTA.
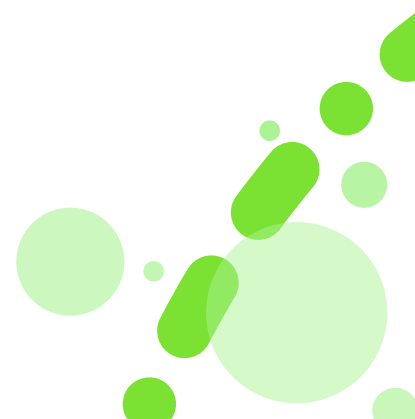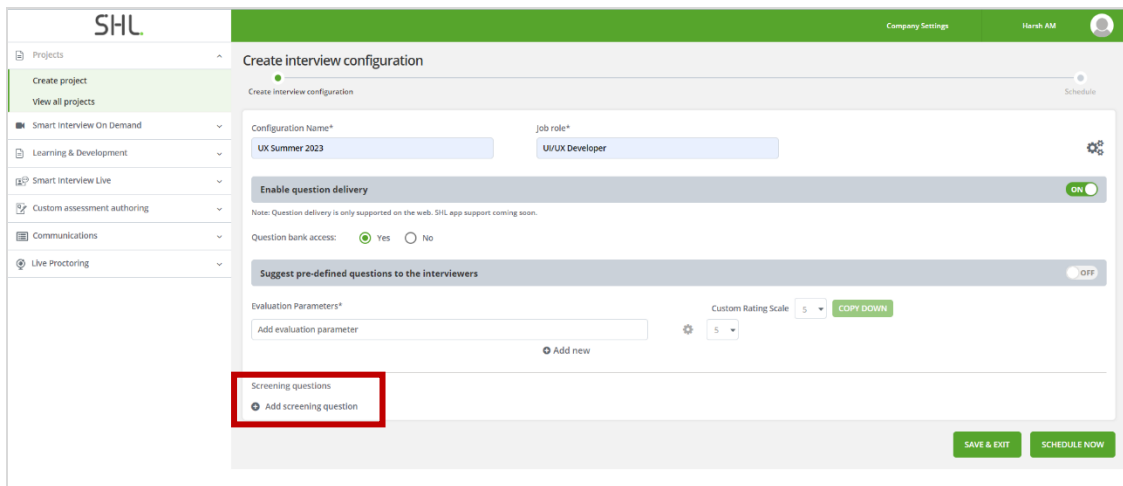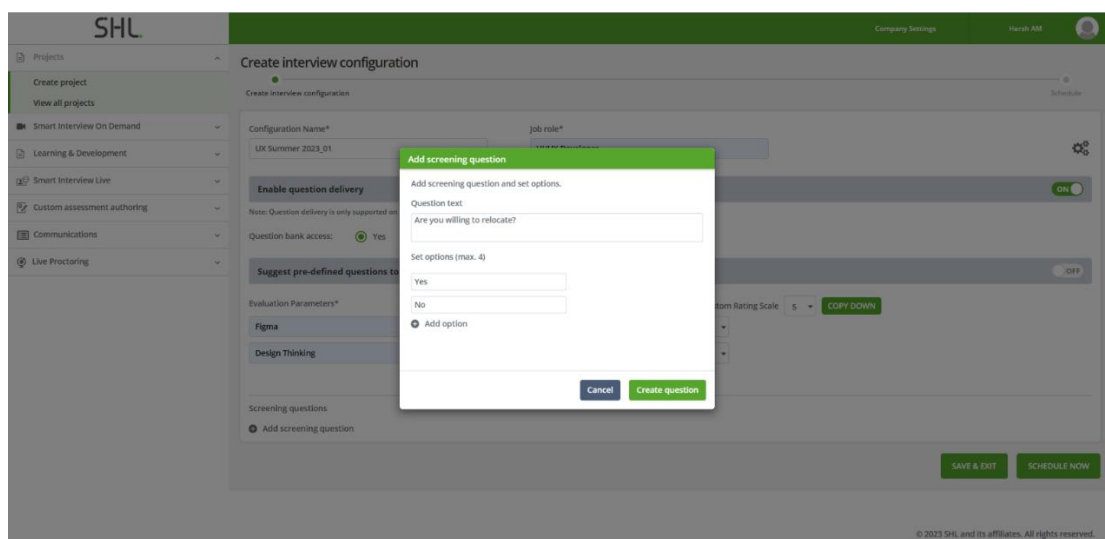
1. Adding screening question's option using 'Edit' CTA while creating a new screening question.
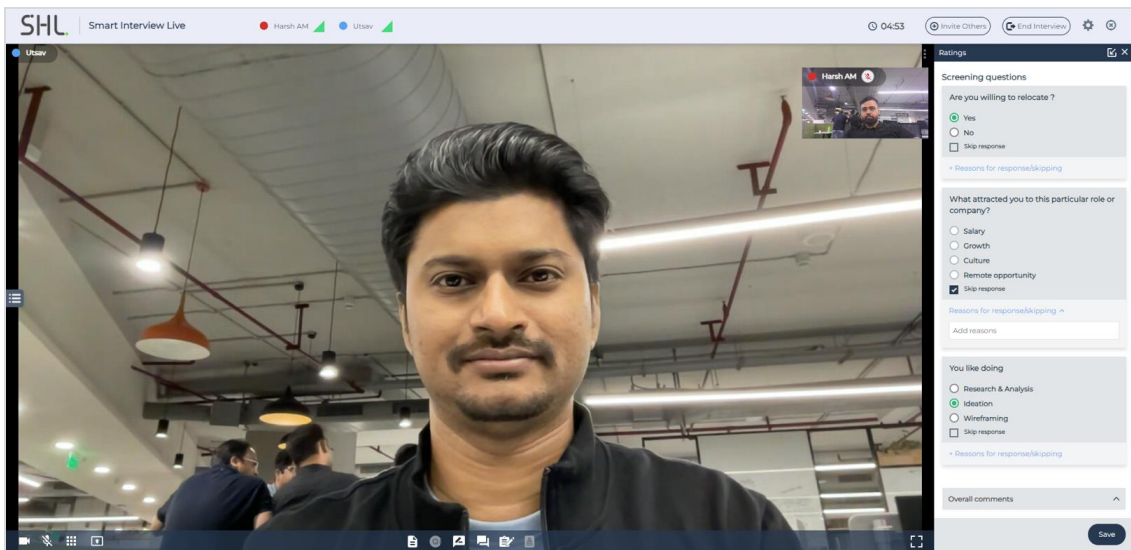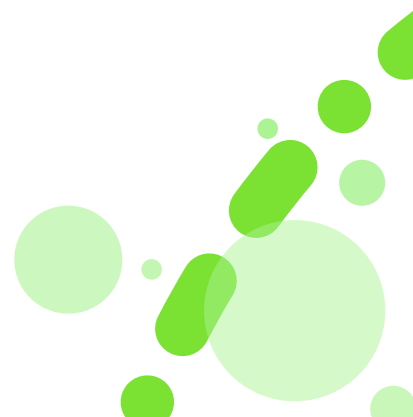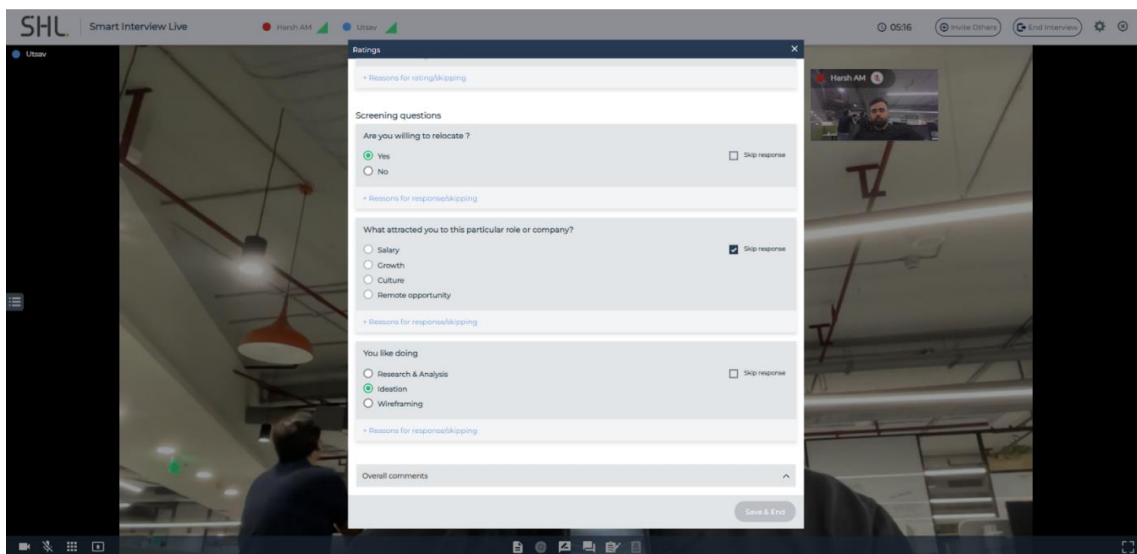

2. Adding screening question options modal.

Interviewer experience:

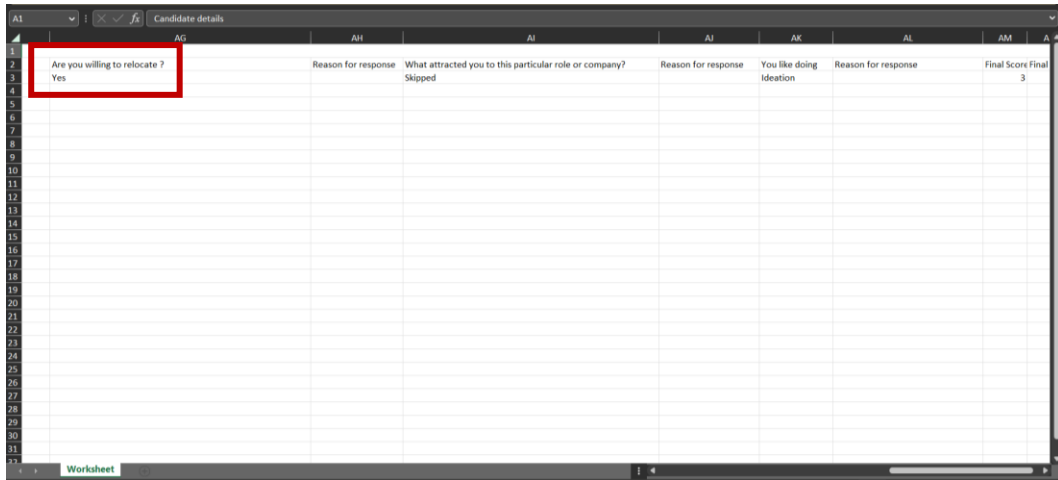1. Screening questions in rating panel while doing an interview.
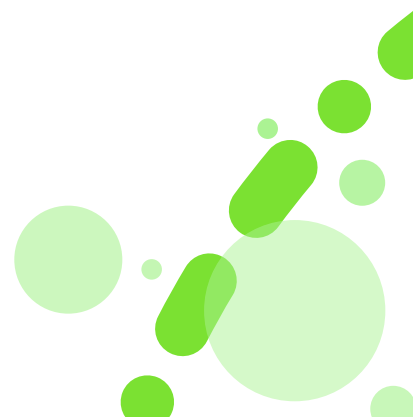

2. Screening questions in rating modal.

Recruiter, Hiring Manager & Interviewer Experience

1. Accessing captured data of screening questions on candidate listing page through Excel download.

Platform:			Availability: 02 November 2023
☐ TalentCentral™	☒	TalentCentral+™	
☐ 360/MFS	☐	SHL Apps	
☐ Insights			

Smart Interview On Demand – Simplifying Admin User Workflows

TalentCentral+

What is simplification of "Smart Interview On Demand" (SIOD) workflows on TalentCentral+?

The simplification of "Smart Interview On Demand" (SIOD) workflows on TalentCentral+ aims to enhance the user experience and streamline the process of creating interview guides and adding them to the project. With this update, the following improvements have been implemented:

- **UI/UX Upgrades**: Enjoy a more intuitive and user-friendly interface.

- **Streamlined Guide Creation:** Create interview guides effortlessly in just two steps, add questions and evaluation parameters seamlessly.

- **Effortless Guide Configuration:** Directly add created guides to projects, promoting reusability across multiple projects.

- **Efficient Guide Management:** Easily manage published, draft, and archived guides from the 'View interview guides' page.

- **Seamless Transition:** Access of all previously created SIOD configurations in the 'View On Demand Projects' section for a smooth transition of existing customers.

Why did we simplify the SIOD workflows on TalentCentral+?
The updated workflows have been designed to address several key challenges:

- **Enhancing Guide Reusability:** The new workflow enables users to configure interview guides multiple times, providing a comprehensive view of their interview guide repository.
- **Improved Preview Functionality:** Users can now preview the interview guide while configuring it for a project, ensuring greater visibility throughout the process.
- **Simplified Archiving:** Users can now archive any published guide, enhancing overall management capabilities.

What is the customer impact of the simplification of SIOD workflows on TalentCentral+?

- **New Customers:** Access to the simplified SIOD features allows new users to effortlessly create, view, and configure interview guides for projects.

- **Existing Customers:** Existing users can access their previously created configurations under the 'View On Demand Projects' section, with minimal disruption to their user experience.

What does the updated SIOD workflows look like?

The updated SIOD workflows introduce enhanced UI updates across four categories: Left-hand navigation, SIOD guide creation, SIOD project configuration, and SIOD guide listings. Notable changes include:

- **Intuitive Left-hand Navigation:** Updated menu items, such as 'Create interview guide' and 'View interview guide,' for intuitive seamless navigation.
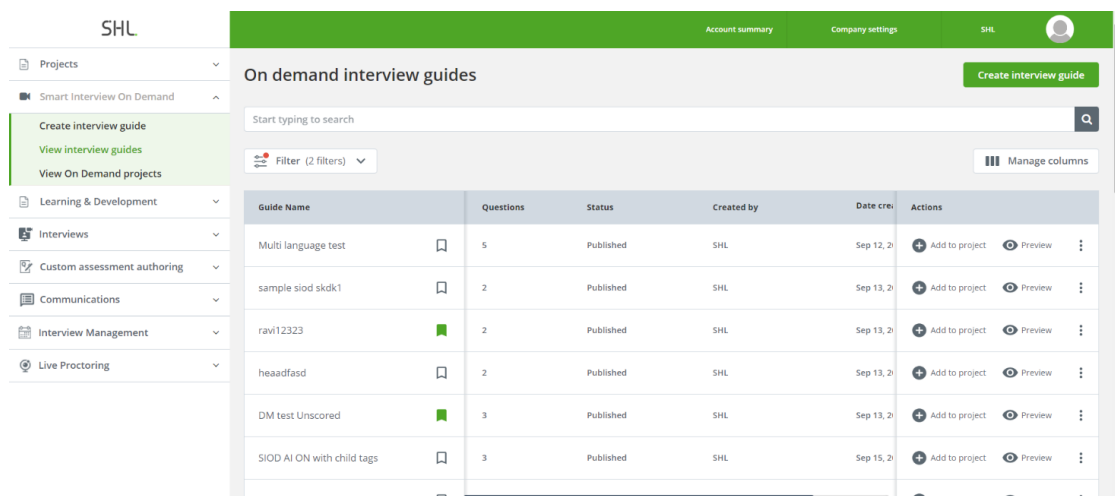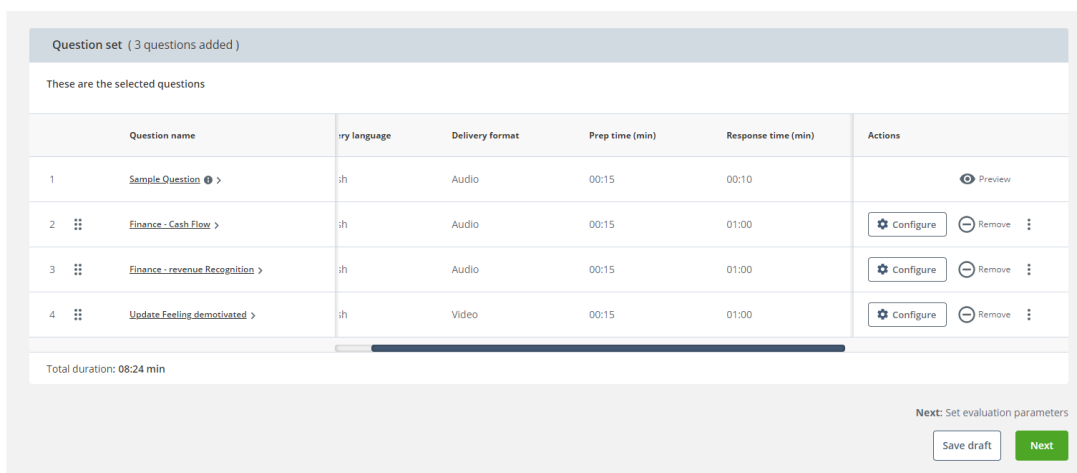

- **Two-Step Guide Creation Process:** Users can add and manage questions from the question bank, configure evaluation parameters, and set language preferences.
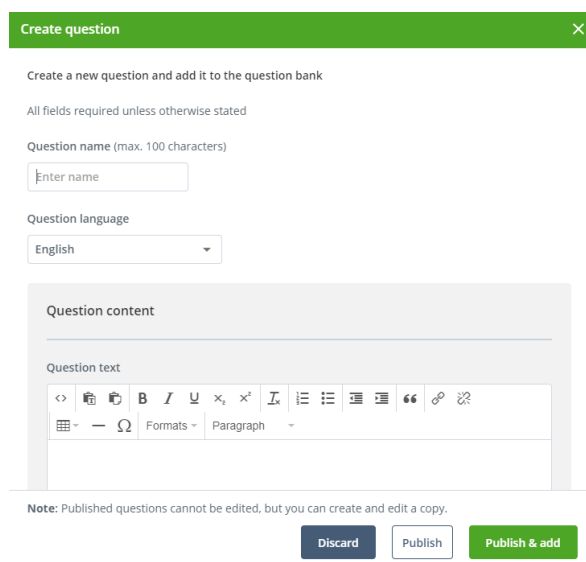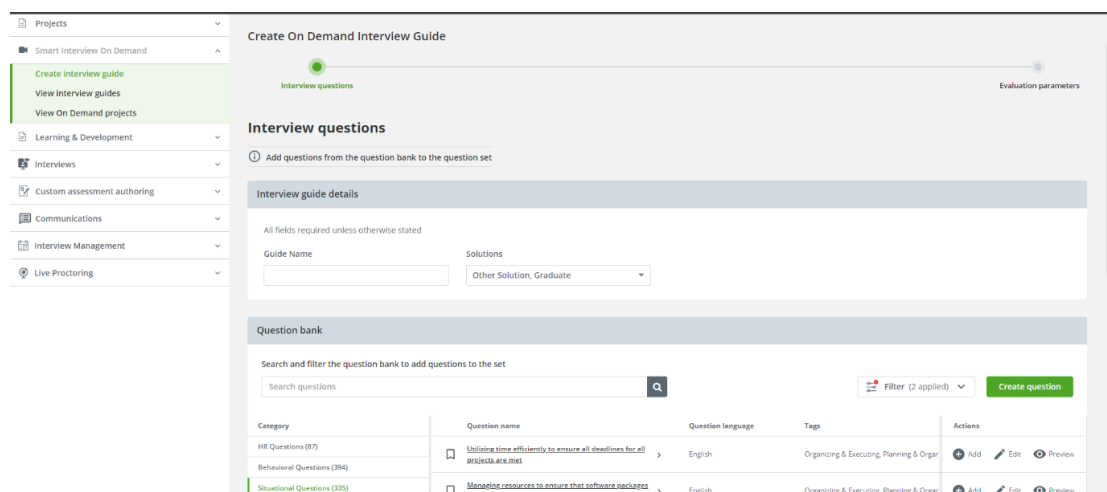
Step 1 – Select & add the interview questions into the question set

Users can choose from a variety of options: they can either select from the comprehensive Standard SHL question library or craft their own custom questions. To create new questions, simply click on the "Create Question" option. Upon inputting the necessary details, clicking "Publish & Add" will integrate the question into the question set. Also, clicking "Publish" will store the question in the question bank under the custom questions category.
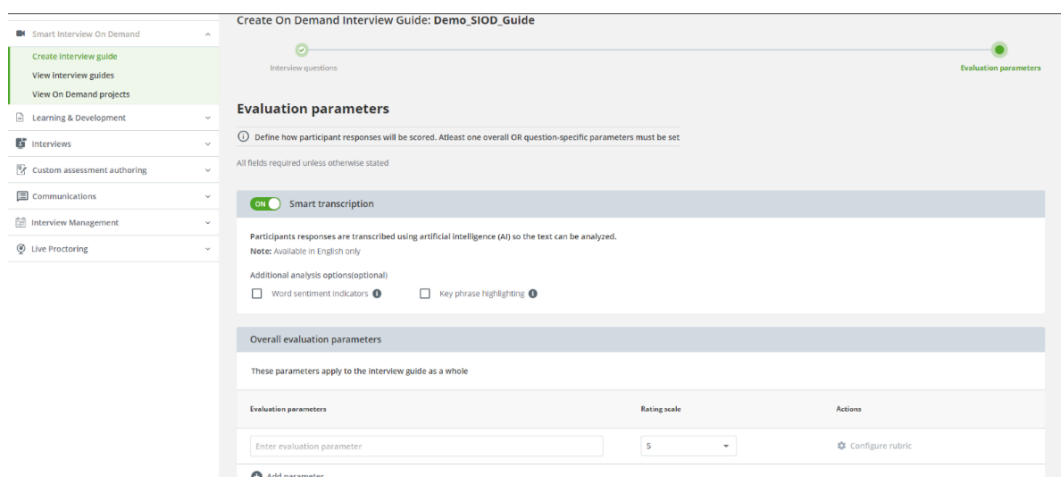
Step 2 – Set overall and question-wise evaluation parameters

The second step of the interview guide is to add the evaluation parameters. These can be added to the interview guide overall, or on each question.

All the published, draft, archived interview guides can be accessed from the 'View interview guides' section.

Enhanced Project Configuration and listing: The addition of the 'Smart Interview On Demand' product card simplifies guide selection, project creation and project listing.

In the product selection step during the project creation journey, we've introduced a dedicated product card for 'Smart Interview on Demand' in the product catalog.


Upon clicking "configure," a configuration pop-up will appear. Here, users can select, preview, and create a new guide. They can also set the default language for the guide using the dropdown menu, which displays the languages of the questions added to the guide. Once the default language is selected, the sample questions and instructions will be delivered in that language, while the questions themselves will be presented in their original language. For guides with AI-scored questions, users have the option to enable or disable AI scoring. To add the guide to the project, simply click on "add to project."
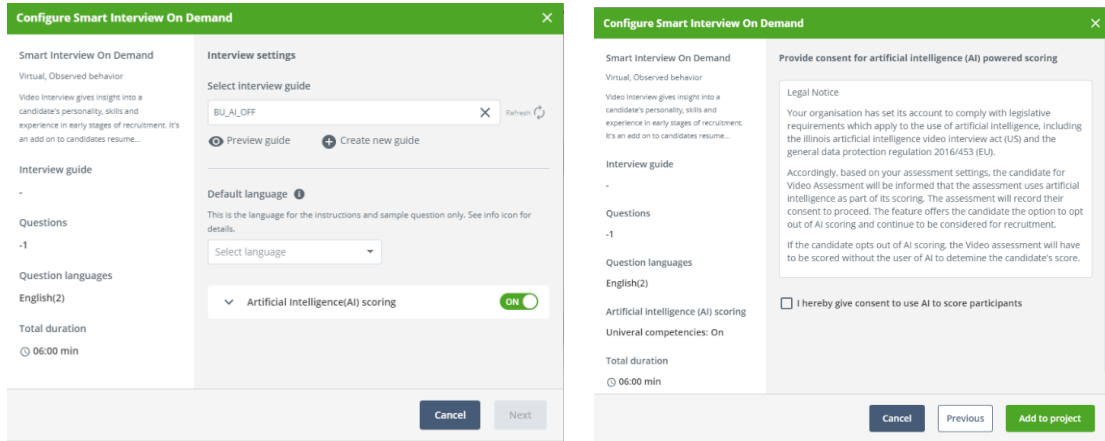
To access SIOD projects created using new workflow, users can navigate to "View Projects" from the left-hand menu.
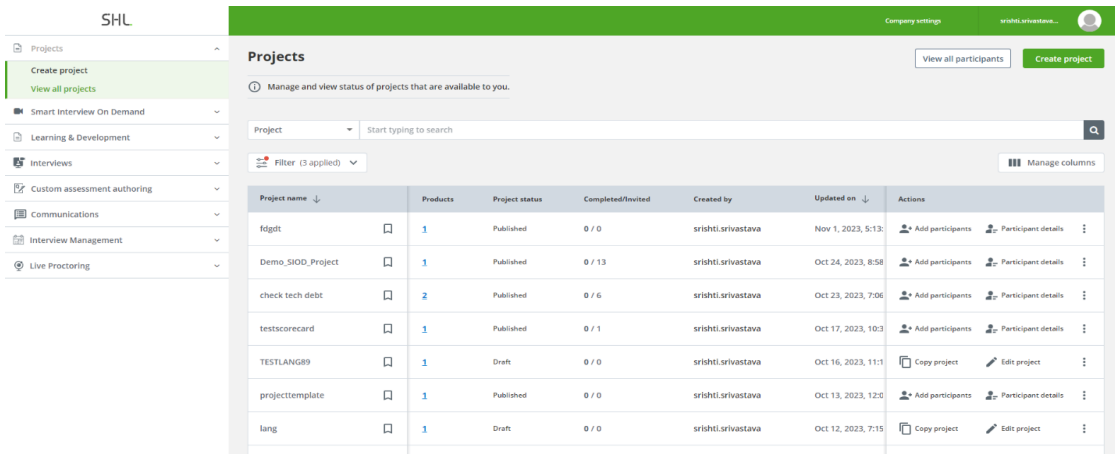
Clicking on the "View On Demand projects" action within the left-hand menu provides a list view of all previously created SIOD projects. We have maintained the familiar look and feel of this screen to ensure a seamless experience for existing SIOD users.
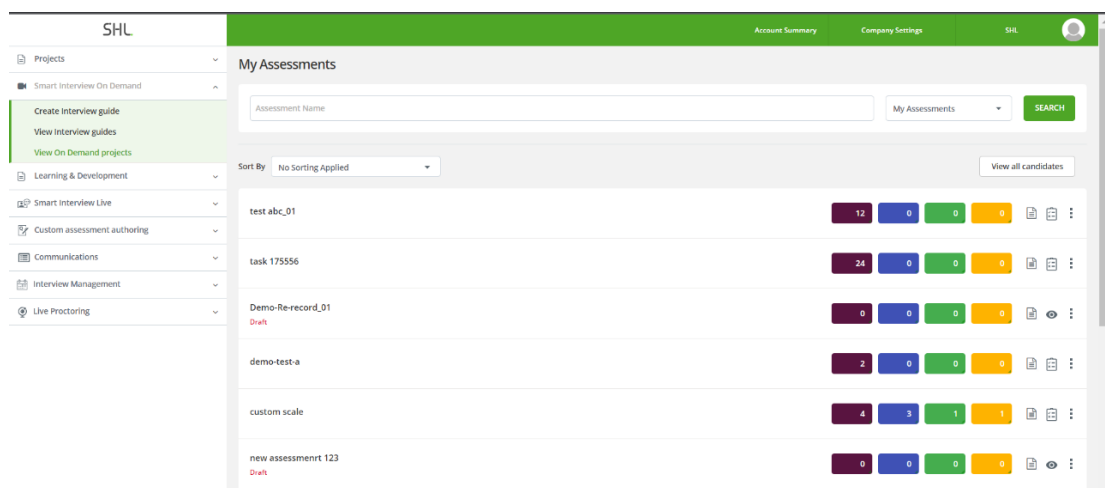
For more details, please contact your account manager.

Platform:			Availability: 23 November 2023
☐ TalentCentral™	☒	TalentCentral+™	
☐ 360/MFS	☐	SHL Apps	
☐ Insights			