SHL.

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.



SHL.	Company Settings	Harsh AM
Projects	Create interview configuration	
Create project View all projects	Create interview configuration	Schedule
Smart Interview On Demand	Configuration Name* Job role*	
Learning & Development	VIX Summer 2023 UI/UX Developer	¢
표면 Smart Interview Live	Enable question delivery	
😰 Custom assessment authoring	 Note: Question delivery is only supported on the web. Sill. app support coming soon. 	
Communications	✓ Question bank access: ● Yes ○ No	
Live Proctoring	 Suggest pre-defined questions to the interviewers 	OFF
	Valuation Parameters* Custom Rating Scale 5 * Conv Down Add evaluation parameter	
	O Add new	
	Screening questions Add screening question 	
		AVE & EXIT

1. Adding screening question's option using 'Edit' CTA while creating a new screening question.

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Projects	^	Create interview configuration									
Create project View all projects		Create interview configuration								ş	
Smart Interview On Demand	~	Configuration Name*		Job role*							
📄 Learning & Development	v	UX Summer 2023		UI/UX Developer							¢¢
료 ^으 Smart Interview Live	~	Enable question delivery									ON
💱 Custom assessment authoring	~	Note: Question delivery is only supported on the web. SHL app support	oming soo	n.							
Communications	~	Question bank access: Yes No 									
Live Proctoring	v	Suggest pre-defined questions to the interviewers								(OFF
		Evaluation Parameters* Figma				0	Custom Rating Scale	5 👻 COPY DOWN			
		Design Thinking			Θ	٥	5 💌				
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		Screening questions					_				
		Are you willing to relocate ?			Remove	🎤 Ec	dit				
		Add screening question									
									SAVE & EXT	SCHED	ULE NOW
									© 2023 SHL and its af	filiates. All right	s reserved.

2. Adding screening question options modal.

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	^	Create interview configuration				
eate project		Create Interview configuration				
ew all projects						
sart Interview On Demand	*	Configuration Name*	Job role*			
arning & Development	*	UX Summer 2023_01 Add scr	eening question			¢¢
nart Interview Live		Enable question delivery Add scr	eening question and set options.			
stom assessment authoring		Note: Overstion delivery is only supported on				
mmunications		Question bank access: () Yes	u willing to relocate?			
e Proctoring		and the second	ions (max. 4)			
Trocorne		Suggest pre-defined questions to				OFF
		Evaluation Parameters* No		tom Rating Scale s 👻	COPY DOWN	
		Figma O Ado	loption			
		Design Thinking				
			Cancel	Create question		
		Screening questions Add screening question				
		• Add screening duestion				
					SAVE & EXIT	SCHEDULE NOW
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t updated: 3 No	Nor	abor 2023				
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Interviewer experience:

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



2. Screening questions in rating modal.

SHL	Smart Interview Live	🗧 Harsh AM 🔏 🤇	Utsav 🔟		O 05:16	(Invite Others)	nterview) 🏟 🛞
Utsav	I	X	Ratings	X	Hanh AM		
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			Vou like doing Research & Analysis Image: A constraint of the second	Skp response	¥.		
■ % Ⅲ			Overal comments	Save & End			0



Recruiter, Hiring Manager & Interviewer Experience

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

• : $\times \ f_x$ Candidate details				AK		
AG	AH	AI	AJ	AK	AL	AM
Are you willing to relocate ?	Reason for response	What attracted you to this particular role or company	? Reason for response	You like doing	Reason for response	Final Score Fina
Yes	Reason for response	Skipped	r Reason for response	Ideation	Reason for response	3
						-
Worksheet			1.4			

Pla	tform:			Availability: 02 November 2023
	TalentCentral [™]	\boxtimes	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.

SHL.						Account summary	Company settings	Sł	ч (
Projects	~	On demand interview	v guide	es				Cr	eate interview g	uide
Smart Interview On Demand	^		0							
Create interview guide View interview guides View On Demand projects		Start typing to search							Manage col	Qumns
Learning & Development	~	Guide Name		Questions	Status	Created by	Date crea	Actions		
Interviews	~	Multi language test	Д	5	Published	SHL	Sep 12, 2	Add to project	O Preview	:
Custom assessment authoring	~	sample siod skdk1	Д	2	Published	SHL	Sep 13, 2	+ Add to project	• Preview	:
Interview Management	~	ravi12323		2	Published	SHL	Sep 13, 2	+ Add to project	• Preview	:
Live Proctoring	~	heaadfasd	Д	2	Published	SHL	Sep 13, 2	+ Add to project	• Preview	:
		DM test Unscored		3	Published	SHL	Sep 13, 2)	+ Add to project	O Preview	:
		SIOD AI ON with child tags	Д	3	Published	SHL	Sep 15, 2	Add to project	O Preview	:
		RU AL ON1					Sen 15 3	Add to project	Draviau	:

• **Two-Step Guide Creation Process:** Users can add and manage questions from the question bank, configure evaluation parameters, and set language preferences.

Projects V	Create On Demand Interview Gui	de				•
Smart Interview On Demand Create Interview guide	۲					
View interview guides	Interview questions				Evaluation parameters	
View On Demand projects						
Learning & Development	nterview questions					
🕼 Interviews 🗸	 Add questions from the question bank to t 	he question set				
	Interview guide details					
Communications ~	All fields required unless otherwise stated					
🛗 Interview Management 🗸	Guide Name	Solutions				
Live Proctoring ✓		Other Solution, Graduate 👻				
	Question bank					
	Search and filter the question bank to add q	uestions to the set				
	Search questions	٩		Filter (2 applie	d) V Create question	
	Category HR Questions (87)	Question name	Question language	Tags	Actions	
	Behavioral Questions (394)	□ Utilizing time efficiently to ensure all deadlines for all projects are met	English	Organizing & Executing, Planning & Organ	🔂 Add 🧪 Edit 💿 Preview	
	Situational Questions (335)	Managing resources to ensure that software packages	English	Organizing & Executing, Planning & Organ	🔁 Add 🧪 Edit 🗿 Preview	-
	Question name (max. 100 of Enter name Question language English	characters)				
		^r 및 × _z × ^t <u>T</u> 등 등 ॼ ॼ ats ⁻ Paragraph -	66 e i?			
	Note: Published questions	cannot be edited, but you can create and edi	t a copy. Publish Publish	& add		
1.0 Last updated: 3 November 2023	3					

<u>Step 1 – Select & add the interview questions into the question set</u>

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.

	Question name	ry language	Delivery format	Prep time (min)	Response time (min)	Actions
1	Sample Question 6 >	sh	Audio	00:15	00:10	Preview
2	Finance - Cash Flow >	sh	Audio	00:15	01:00	Configure
3 🔢	Finance - revenue Recognition >	۶h	Audio	00:15	01:00	Configure
4 🗄	Update Feeling demotivated >	sh	Video	00:15	01:00	Configure GRemove

<u>Step 2 – Set overall and question-wise evaluation parameters</u>

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.

Smart Interview On Demand	^	Create On Demand Interview Guide: Demo_SIOD_Guide	
Create interview guide View interview guides		O	seters
View On Demand projects			
Learning & Development	~	Evaluation parameters	
Interviews	~	Define how participant responses will be scored. Atleast one overall OR question-specific parameters must be set	
2 Custom assessment authoring	v	All fields required unless otherwise stated	
Communications	~	ON Smart transcription	
🖞 Interview Management	~		
Live Proctoring	~	Participants responses are transcribed using artificial intelligence (AI) so the text can be analyzed. Nete: Available in English only	
		Additional analysis options(optional) word sertiment indicators key phrase highlighting:	
		Overall evaluation parameters	
		These parameters apply to the interview guide as a whole	
		Evaluation parameters Rating scale Actions	
		Enter evaluation parameter 5 • Configure rubric	
		Add parameter	

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

SHL.						Account summary	Company settings	SHL	(
Projects	v	On demand intervie	wauida	25				Crea	te interview s	nuide
Smart Interview On Demand	^	On demand intervie	w guiu					Crea	te linter view a	uiue
Create interview guide		Start typing to search								Q
View interview guides View On Demand projects		🚔 Filter (2 filters) 🗸							Manage col	umns
🖹 Learning & Development	~	Guide Name		Questions	Status	Created by	Date crea)	Actions		
Interviews	~	Multi language test	Д	5	Published	SHL	Sep 12, 2	Add to project	O Preview	:
🕑 Custom assessment authoring	~								~	
Communications	~	sample siod skdk1	Д	2	Published	SHL	Sep 13, 2	Add to project	Preview	:
Interview Management	~	ravi12323		2	Published	SHL	Sep 13, 2	Add to project	Preview	:
Live Proctoring	~	heaadfasd	Д	2	Published	SHL	Sep 13, 2	Add to project	• Preview	:
		DM test Unscored		3	Published	SHL	Sep 13, 2	+ Add to project	Preview	:
		SIOD AI ON with child tags	Д	3	Published	SHL	Sep 15, 2	Add to project	O Preview	:
		BU AL ONI					San 15 3		C Draulaur	:

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.

ch catalog				
xperience templates 🔒	Assessment products			
L's standard pre-employme	nt participant and administrator experie	ence offering all assessment content ar	d reports	
Bookmarked All Language and Communica IT Skills Business Skills Software Skills	Smart Interview On Demand Virtual, Observed Behavior, Interviews Video Interview gives insight into a candidates personality, solits and experience in early stages of recultment ③ Custom min ③ Custom	UNIX IT Skills_Skills+ Multi-choice test that measures the knowledge on the concepts of UNIX commands, file system, file handling () 15 mins () 15	Quantitative Ability Image: Cognitive ability Cognitive ability Multi-choice test: that measures the ability to solve mathematical problems on number system, HCF and LCM, divisibility (a) 30 mins (a) 20	SHL LEAD: Leadership Situational Judgment Test Personality/Behavioural Situation based test that measures the ealitity to mike good decisions in workplace situations faced in a leadership role. The ③ 30 mins 1 @ 20

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."



SHL

Configure Smart Interview On D	emand X	Configure Smart Interview On Demand		
Smart Interview On Demand Virtual, Observed behavior Video Interview gues insight into a candidates personality, suits and experience in early stages of incrustment its an add on to candidates resume Interview guide Questions - Questions languages English(2) Total duration (© 06:00 min	Interview settings Select interview guide U.A.CFF Preview guide Create new guide Default language Events Select language Artificial Intelligence(Al) scoring	Smart Interview On Demand Virsuit, Observed behavior Video Interview giver intigen into a candiates presnahlty, skills autogen, stand experience in early agges of recruitment. Its availation to candidates resume Interview guide - Questions -1 Question languages English(2) Artificial Intelligence (AI) scoring Universal competencies: On Total duration Q 06:00 min	Provide consent for artificial Intelligence (AI) powered scoring Lagal Notice Your organisation has set its account to comply with legislative requirements which apply to the use of artificial intelligence, including the illinois artificial intelligence (US) and the general data protection regulation 2016/453 (EQ). Accordingly, based on your assessment settings, the candidate for intelligence as part of its scoring. The assessment will record their intelligence as part of its scoring. The assessment will record their consent to proceed. The feature offers the candidate the option to opt out of AI scoring and continue to be considered for recuritment. If the candidate opts out of AI scoring, the Video assessment will have to be scored without the user of AI to determine the candidate score.	
	Cancel Next		Cancel Previous Add to project	

To access SIOD projects created using new workflow, users can navigate to "View Projects" from the left-hand menu.

SHL.										
Projects	Projects							View all partic	ipants Create p	roject
Create project View all projects	Manage and view status of	Manage and view status of projects that are available to you.								
Smart Interview On Demand ~										
🖻 Learning & Development 🗸	Project - S	Project • Start typing to search					۹			
😈 Interviews 🗸	😅 Filter (3 applied) 🗸								Manage co	olumns
🖅 Custom assessment authoring 🗸 🗸	Project name 🔱		Products	Project status	Completed/Invited	Created by	Updated on \downarrow	Actions		
🖾 Communications 🗸	fdgdt	D	1	Published	0/0	srishti.srivastava	Nov 1, 2023, 5:13:	. Add participants	2 Participant details	
🗊 Interview Management 🗸 🗸	lagar	ы	1	Published	070	STISTU.STIVASLAVA	NOV 1, 2023, 5:13:	Add participants	Transcipant details	•
	Demo_SIOD_Project	Д	1	Published	0/13	srishti.srivastava	Oct 24, 2023, 8:58	Add participants	Participant details	:
	check tech debt	Д	2	Published	0/6	srishti.srivastava	Oct 23, 2023, 7:06	Add participants	Participant details	:
	testscorecard	Д	1	Published	0 / 1	srishti.srivastava	Oct 17, 2023, 10:3	Add participants	Participant details	:
	TESTLANG89	Д	1	Draft	0/0	srishti.srivastava	Oct 16, 2023, 11:1	Copy project	🎤 Edit project	:
	projecttemplate	П	1	Published	0/0	srishti.srivastava	Oct 13, 2023, 12:0	Add participants	Participant details	:
	lang	Д	1	Draft	0/0	srishti.srivastava	Oct 12, 2023, 7:15	Copy project	🎤 Edit project	:

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.

SHL.		Account Summery Company Settings SHL
Projects ~	My Assessments	
Smart Interview On Demand		
Create Interview guide View Interview guides	Assessment Name	My Assessments + SEARCH
View On Demand projects		
Learning & Development ~	Sort By No Sorting Applied 🔻	View all candidates
면은 Smart Interview Live 🗸	test abc_01	12 0 0 = :
Custom assessment authoring ~		
Communications ~	task 175556	24 🗾 0 🔜 0 📑 🗄
i Interview Management 🗸 🗸		
Live Proctoring ~	Demo-Re-record_01 Dreft	0 0 0 0
	demo-test-a	2 0 0 0 0 0
	custom scale	4 3 1 1 u ÷ :
	new assessment 123 Draft	• • • • • • • • • • • • • • • • • • •

For more details, please contact your account manager.

Platform:				Availability: 23 November 2023
	TalentCentral [™]	\boxtimes	TalentCentral+™	
	360/MFS		SHL Apps	
	Insights			

