# SHL.

# SHL Release Notes

14 June 2024



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## **Enhanced Universal Reporting Experience**

We're excited to announce some enhancements to our reports designed to improve usability and efficiency!

#### 1. Enhanced Report Navigation

Cover Page and Content Page: We've introduced cover pages and content pages for all PDF reports, allowing you to quickly grasp the report's content.

- The cover page will display the report name, or "Assessment Report" for reports containing multiple sections.
- Chapter-wise downloads will also have dedicated cover and content pages.



- $\circ$   $\;$  The content page will include a table of contents (TOC) reflecting:
  - Personal details of the subject
  - Downloaded chapters (for chapter-wise downloads)
  - Glossary (if applicable)



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٦	able of contents	S	
1	Personal details		
2	Overall scores		
3	Detailed scores		
4	Insights		
5	Interview prompts		
e	Proctoring		
7	Glossary		

#### 2. Improved Score band Visualization:

Automatic Color Gradients: Score bars now utilize automatic color gradients! Select a color, and the system will generate a gradient of that color to represent different score bars within the report. This provides a clearer visual representation of performance levels.

How this works?

- 1. Score Bar color to be configured and read from central branding service.
- 2. The reporting system will automatically generate Gradient colour using solid colour that will be passed from central branding service.
- 3. In case, the branding is not set, the score bar color for the report should be the default score bar color configured in UR i.e. green TC+ theme and gradient of green color represent different score bars.



aju5010@abc.com			SFIC.
nsights		Overall	Low
Competency insights			23rd Percentile
Makes quick decisio	ons		42nd percentile
This participant is likely to	o make decisions quickly, but may occasion	nally request additional time befor	re deciding.
Maintains good wo	rking relationships		<b>39</b> th Percentile
This participant is likely to relationships.	o put effort into developing good work rela	ationships and act in ways that will	l strengthen work
Analyzes informatic	on		16 <sup>th</sup> Percentile
This participant may avoi while doing so.	d tasks that involve analyzing information,	find it challenging to do so, or are	e slow to make progress
Critically evaluates			44 <sup>th</sup> Percentile
This participant is likely to limitations, or weaknesse	o be successful when reviewing work. For t is in a plan.	the most part, they will be able to i	identify problems,
Learns quickly			23 <sup>rd</sup> Percentile
This participant may have	e difficulty absorbing new information, and	d need time for contemplation bef	ore fully understanding it.
Generates new idea	15		40 <sup>th</sup> Percentile
This participant is likely to	o suggest some novel and imaginative idea	as when presented the opportunit	y to do so.
Uses time efficientl	У		16th Percentile
This participant is likely to deadlines.	o struggle managing their own time, often	procrastinating and wasting time	to the point of missing
Works to high quali	ty standards		76 <sup>th</sup> Percentile

## 3. Highlighted Plagiarism Check (WriteX Only):

Prominent Similarity Detection: For WriteX reports similarity detection is now more prominent. The "Similarity detected" flag has been moved to key locations within the report, making it easier to identify potential plagiarism and determine a candidate's suitability.

This is implemented for both Universal reports and Reportica reports in their web and PDFs formats.

Refer images below displaying flag in the 'Summary', 'Insight', and 'Response' chapters.

## **Detailed chapter**

Content Score		Grammar Score		
•	<b>5</b> /100	•	<b>5</b> / 100	

#### Insights chapter

1/100	Low	Similarity detected: 100% high
	1	5/100
	1	5/100
	1/100	1/100 Low

### **Response Chapter**

iteX - Essay Writing			Simi	larity detected: 100% high 1/100	CEFR: AI
uestion					
your opinion, when is it ju apport your response with	stified for a company to reasons and suitable ex	o dismiss an employee? What ar kamples.	e the considerations to be taken befo	ore making such a decision?	
cores					
Content Score		Grammar Score			
	5/100	•	5/100		
ponse			]	Error Summary	
en it is said that you are di there are some reasons w	smissed it sounds very i hen company can dism	rude and also impacts the empl niss an employee	oyee both financialy and mentally.	Spelling	1
				White Space	1
				Style	0
				Grammar	4
				Typographical	0

These enhancements are designed to streamline your report experience and empower you to make informed decisions faster.

Pla	tform:			Availability: 17 May 2024
	TalentCentral <sup>™</sup>	$\boxtimes$	TalentCentral+ <sup>™</sup>	
	360/MFS		SHL Apps	
	Insights			

## **Professional 8.0 JFA Release**

We are excited to announce the launch of the Professional 8.0 Job-Focused Assessment (JFA). These are designed for all non-managerial professional/individual contributor positions. They measure behaviours that underlie successful performance in a professional/individual contributor setting across a wide range of industries.

Potential job titles that use this JFA include:

- Engineer,
- Human resource consultant,
- Business analyst,
- Data scientist and
- IT analyst

#### Key Features:

- **Flexible Assessment Mix:** The Professional 8.0 JFA offers increased flexibility, allowing clients to choose right assessment solutions for their need. It integrates the Global Skills Assessment (GSA) with a new learning agility assessment, which is crucial for adapting to the rapidly changing job landscape.
- **Comprehensive Reporting:** Each JFA provides three types of reports Recruiter, Interview Guidance, and Candidate available both digitally and as PDF downloads.
- **Language Availability:** The new 8.0 JFAs and reports are accessible on the TalentCentral+ platform in both USE and UKE languages.

This latest version replaces the Professional 7.0 and 7.1 JFA offerings for new customers and is available as an upgrade for existing customers upon request.



#### Assessment



Figure 1 - Web Browser Experience



Figure 2 - Mobile Experience



#### Report

Score Bandi High	English (International) 🔹 🏼 ? 🞍
Overall scores Insights Interview prompts Development advice	
mpetency insights	Overall 85 <sup>th</sup> percentile
	Sort High-Low -
③ Takes Action	97 <sup>th</sup> percentile
nsights This candidate may prefer to keep busy at all times, generate a lot of activity, and be willing to take on extra work.	
Take this participant further? New Intendew.prompts View Development.advice	
③ Strives to Achieve	95 <sup>th</sup> percentile
Offers Practical Solutions	88 <sup>th</sup> percentile
Offers Help	86 <sup>th</sup> percentile
O Puts the Team First	75 <sup>th</sup> percentile V

Figure 3 - Digital Report



ample.Candidate11@outlook.com	
nsights	Overall High
ompetency insights	85 <sup>th</sup> Percentile
Puts the Team First	75 <sup>th</sup> Percentile
This candidate is likely to put team priorities above their own success than anything else.	personal ambition, and place higher value on common goals and
Offers Help	86 <sup>th</sup> Percentile
This candidate is likely to be quick to notice where knowledge might be useful for others.	and guidance is needed and actively share information that
Writes with Clarity	29th Percentile
This candidate's written communications might sometimes be	e challenging for others to fully understand.
Applies Functional Expertise	75 <sup>th</sup> Percentile
This candidate is likely to have detailed job knowledge and ap	pply that knowledge effectively.
Offers Practical Solutions	88 <sup>th</sup> Percentile
This candidate is likely to consider the practical issues involve and meet the demands of the situation.	d in a problem and think of solutions that are simple, effective
Maintains Documentation	62nd Percentile
This candidate is likely to document their work, recording the to be tidy with a systematic filing structure.	ir knowledge for others most of the time. Their records are likely
Attends to Multiple Tasks	52nd Percentile
This candidate is likely to work on multiple tasks without com	promising on quality.

Figure 4 - PDF Report

Pla	tform:			Availability: 10 June 2024
	TalentCentral <sup>™</sup>	$\boxtimes$	TalentCentral+ <sup>™</sup>	
	360/MFS		SHL Apps	
	Insights			
Versior	1: 1.0   Last updated: 17 Ju	ne 2024	1	•

## **Content Language Releases**

## **OPQ Report Rebuilds**

Product	Language
OPQ32 Candidate Report 2.0	Norwegian
Unlocking Potential Report 2.0	Japanese
Universal Competency Report 2.0	Brazilian Portuguese

## **Verify Interactive**

Product	Language
China Managerial/Professional Norm	N/A

## JFAs

Product	Language
Graduate 8.0+ (South Africa Norm)	International English
Candidate Report	International English
Interview Report	International English
Detailed Report	International English
Graduate 8.0	Romanian
Candidate Report	Romanian
Interview Report	Romanian
Detailed Report	Romanian



## **Global Skills Assessment**

Product	Language
Global Skills Assessment	Arabic
	Brazilian Portuguese
	Canadian French
	Simplified Chinese
	Traditional Chinese
	Danish
	US English
	Finnish
	French
	German
	Indonesian
	International English
	Italian
	Japanese
	Korean
	LA Spanish
	Dutch
	Norwegian
	Polish
	Portuguese
	Romanian
	Spanish
	Swedish
	Thai
	Turkish
	Vietnamese
Global Skills Development Report	US English

Platform:			Availability: 24 May 2024
$\boxtimes$	TalentCentral <sup>™</sup>	TalentCentral+ <sup>™</sup>	
	360/MFS	SHL Apps	
	Insights		

