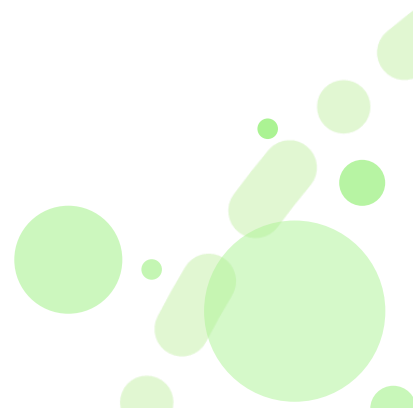




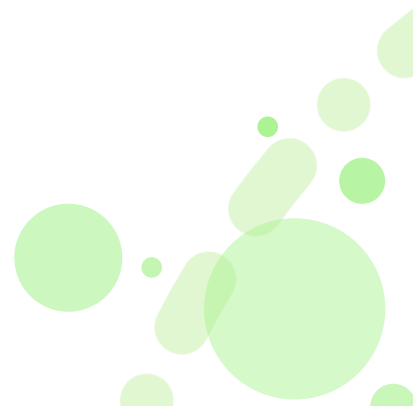
# SHL Release notes

**2 October 2024**



## Table of Contents

360 Platform and Digital Report Enhancements.....	3
"Defer to Deadline" Feature on Talent Central+ .....	4
Professional 8.0/8.0+ JFA Release.....	5
Manager 8.0/8.0+ JFA Release .....	9
New Assessment Launch – "AI Skills" Assessment.....	13
SHL Verify Interactive   Enhancing AI Resistance with improved UI/UX.....	14
Product Availability .....	15



## 360 Platform and Digital Report Enhancements

### 360 Digital Report enhancements

We're excited to announce that we have improved the custom 360 digital reports.

Customers can now request HTML formatting in the development and leverage tips, e.g., bullet points, paragraphs, bolding, italic, break, hyperlinks. That will enable them to be more efficient in communicating critical parts of the employee development.

As of now, this feature will be available for customers using their custom development and leverage tips (as part of their custom framework).

#### Leverage tip

- **Consider** instances when, because of time pressure, you were forced to make decisions on the basis of limited information or analysis.
- **Assess** the steps you took to come to a final decision.
- **Try** to tackle future problems enthusiastically and constructively to give others confidence.
- **Ask** yourself what information is crucial and what information is "nice to have".
- **Set** a clear timeframe for making decisions.

[Click here to learn more](#)

Include in action plan

### Additional language support

We have added Ukrainian language to the list of supported languages on 360 platform.

That means that the administrator experience, participant experience and the PDF reports can be configured in Ukrainian.

Note: The Digital report and the pdf versions of digital report remain not available in Ukrainian.

### Capability to configure session timeout for 360

To remain compliant with their security policies, some of our customers require SHL to support specific session timeout that might be different to the default ones that we have in place.

To be able to meet these customers' requirements, we have introduced a feature that allows us to adjust that session timeout for both, administrators, and participants so that that the users are logged out after a specified period of inactivity.

<b>Platform:</b>		<b>Availability:</b> 27 August 2024	
<input type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input checked="" type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

## "Defer to Deadline" Feature on Talent Central+

### Feature overview

A new feature that allows customers to extend the resume test duration up to the project expiry, providing greater flexibility.

### Background

Historically, customers on TalentCentral+ have used either a 4-hour test resume window or a custom configuration for their candidates. However, we have recently started receiving requests for more flexibility in this area. Previously, if a candidate on TalentCentral+ did not resume an assessment within the 4-hour window (or custom duration), the test was auto-submitted, and the candidate was notified. This window was configurable by SHL teams up to 5 days upon customer request, but there was increasing demand for an option to extend the resume window up to the project expiry without any time cap.

### Enhancement Details

We have introduced a company-level configuration that allows clients to set a desirable resume window—either a configurable time frame of up to 5 days or unlimited resume time up to the project expiry.

### Impact on Existing Customers

There is no impact on existing customers. Those configured with a custom resume time setting will retain their current configuration. However, new customers will have a default setting of unlimited resume time up to the project deadline.

If enabled, the "Defer to Deadline" functionality will apply to all new candidates added to both existing and new projects. If a company wishes to revert to the previous process flow (without the "Defer to Deadline" feature), new projects will follow the updated expiry duration settings configured in New Workforce. However, existing projects, as well as any candidates added to them, will continue to adhere to the "Defer to Deadline" settings. To disable the "Defer to Deadline" functionality for existing projects, a request must be submitted via an ITSD ticket to the production support team.

### Action Required

If you wish to switch your configuration from a custom setting to the "Defer to Deadline" option, please contact your account manager to initiate the change.

<b>Platform:</b>				<b>Availability:</b> 30 August 2024
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	
<input type="checkbox"/>	Insights			

## Professional 8.0/8.0+ JFA Release

We are excited to announce the launch of the Professional 8.0/8.0+ Job-Focused Assessments (JFAs). These JFAs 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 could use these JFAs include:

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

### Key Features:

- **Flexible Assessment Mix:** The Professional 8.0/8.0+ JFAs offer increased flexibility, allowing clients to choose right assessment solutions for their need. Some of these new JFAs integrate the Global Skills Assessment (GSA) with a new learning agility assessment named Reskilling Potential, 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.

Four distinct variants of the Professional JFAs have been released as per table below.

JFA	GSA	Inductive Reasoning	Reskilling Potential	Released
Professional 8.0	Yes	No	No	Yes
Professional 8.0+	Yes	Yes	No	Yes
Professional 8.0 Enhanced	Yes	No	Yes	Yes
Professional 8.0+ Enhanced	Yes	Yes	Yes	Yes

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.

For existing clients wishing to upgrade to the new 8.0 JFAs, please contact your account manager.

We look forward to supporting you with our enhanced assessment solutions.

Assessment

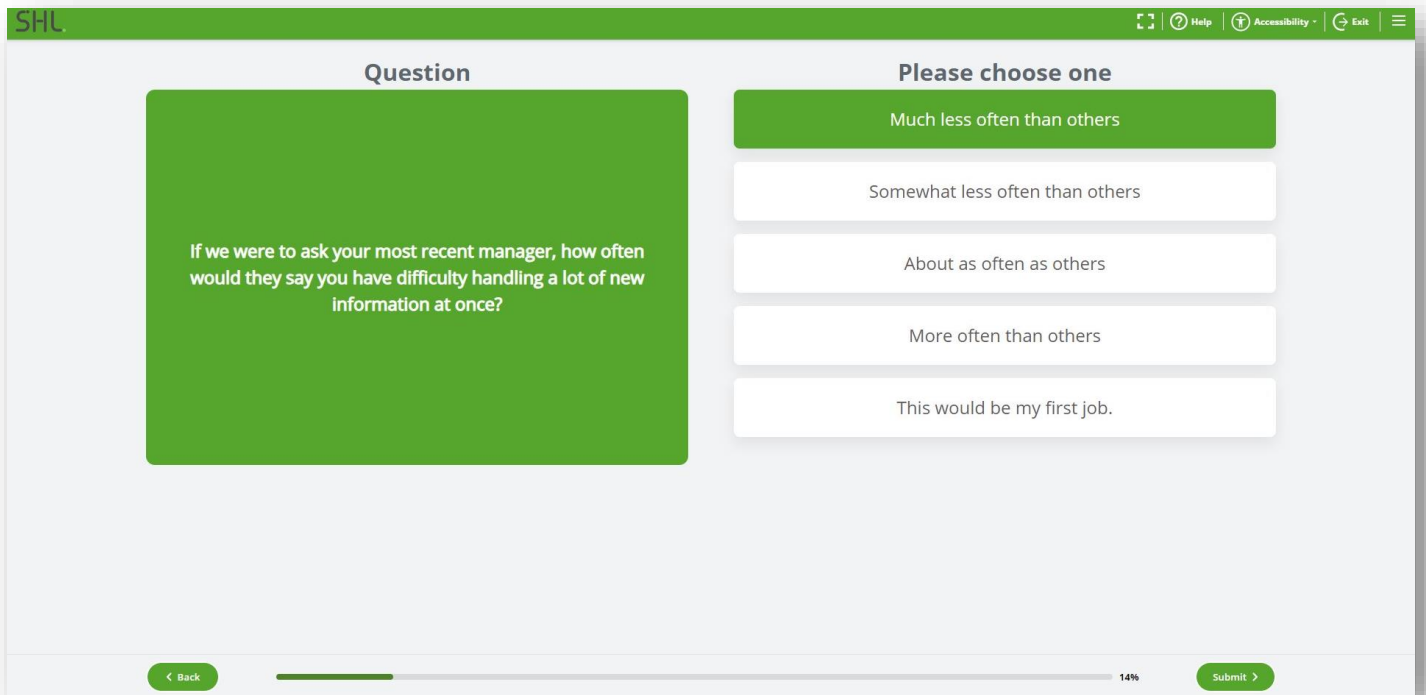


Figure 1 - Web Browser Experience

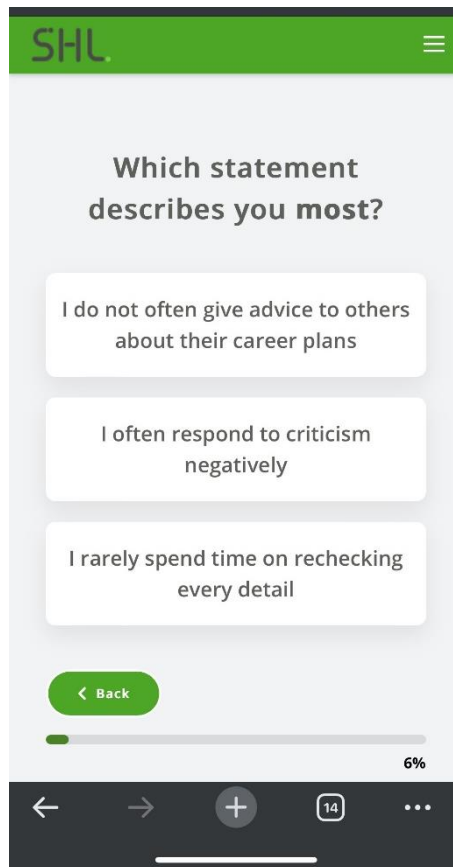
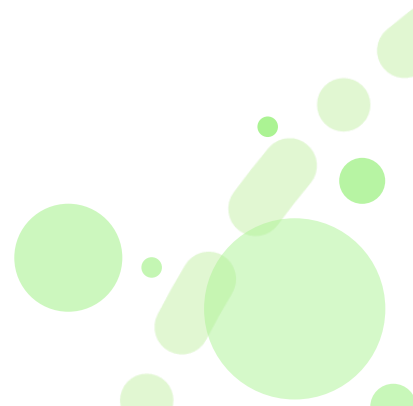


Figure 2 - Mobile Experience



# Report

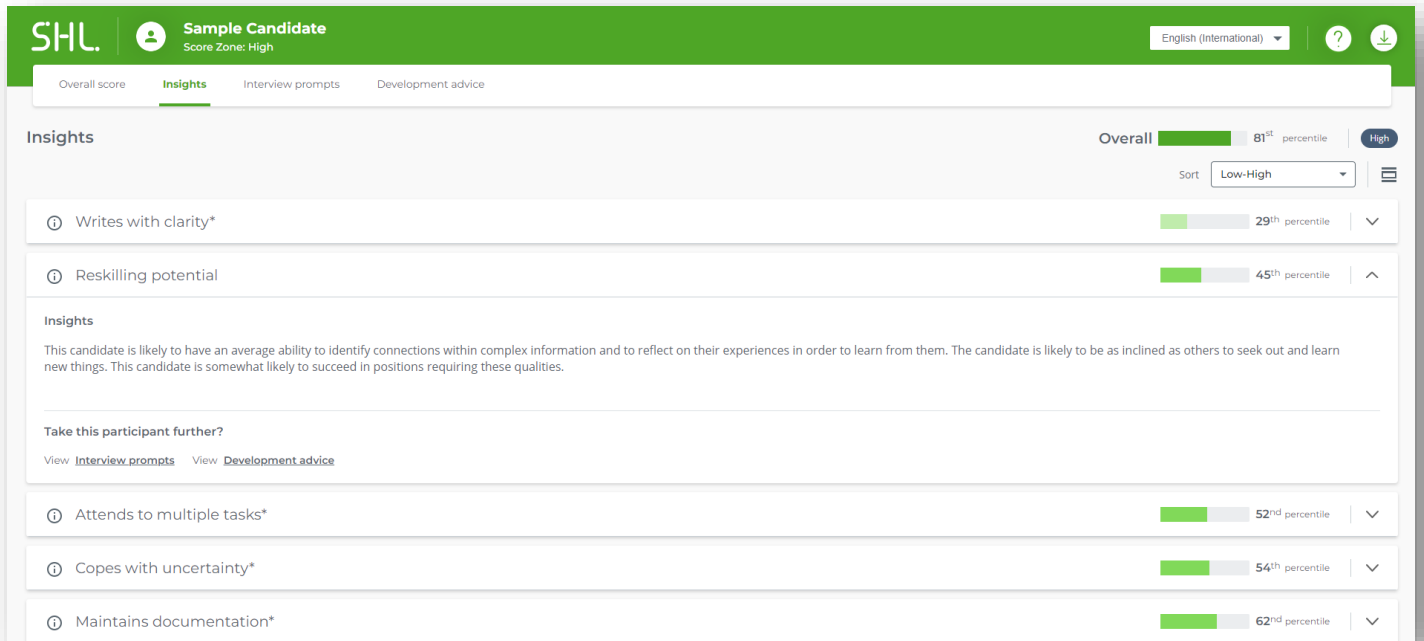
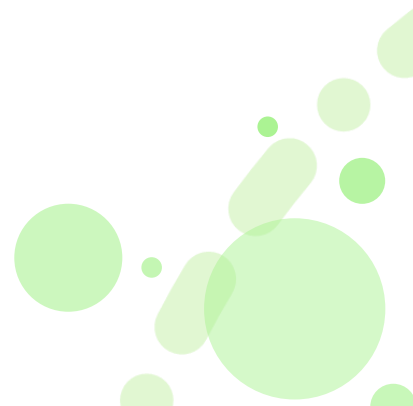


Figure 3 - Digital Report



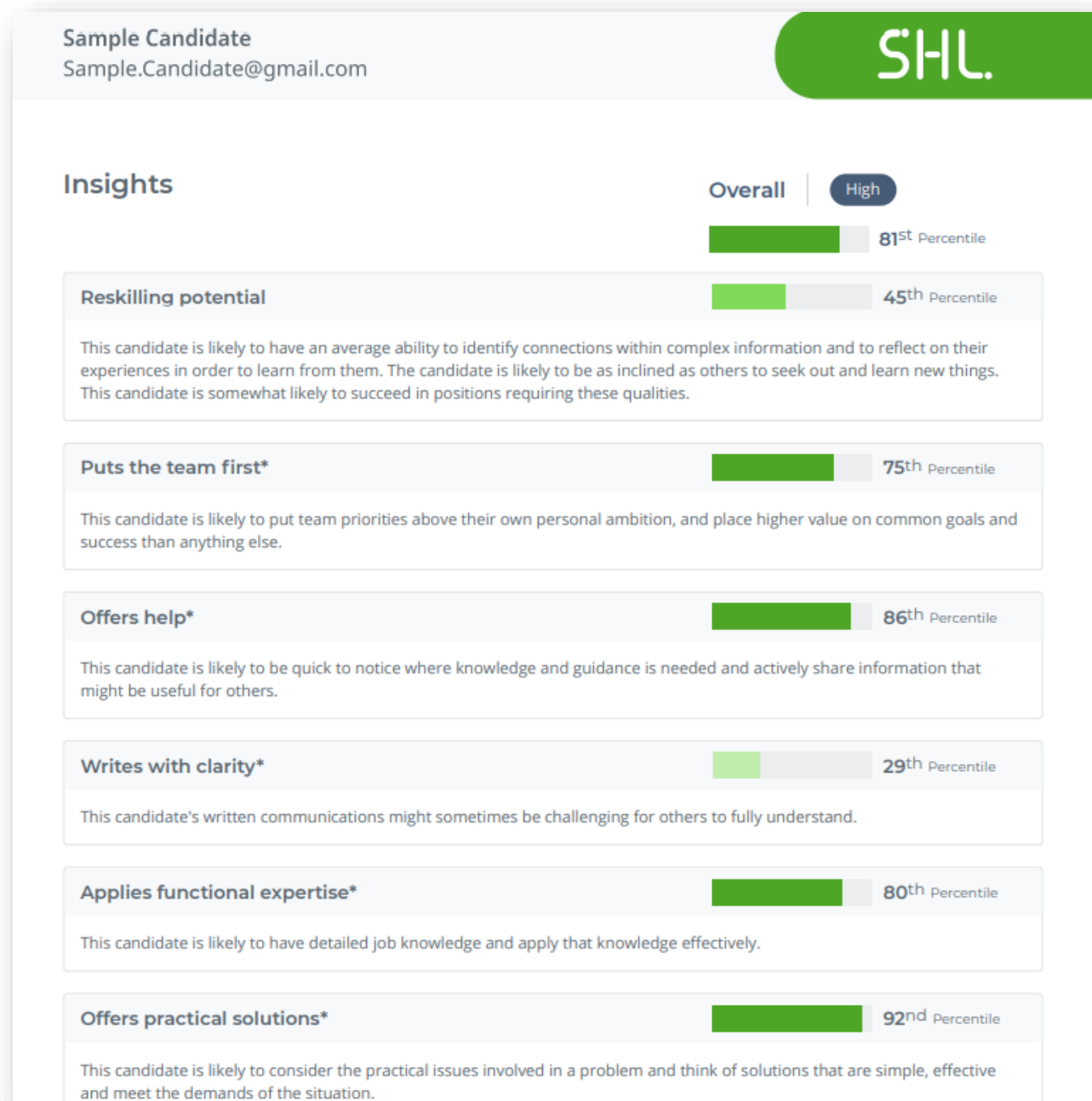


Figure 4 - PDF Report

<b>Platform:</b>			<b>Availability:</b> 16 September 2024
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		



## Manager 8.0/8.0+ JFA Release

We are excited to announce the launch of the Manager 8.0/8.0+ Job-Focused Assessments (JFAs). These JFAs are designed for candidates applying to their first leadership positions. They measure behaviours that underlie successful performance in first-line manager roles across a wide range of industries and are most relevant to positions that supervise salaried employees.

Potential job titles that could use these JFAs include:

- Manager
- Branch Manager
- General Manager

### Key Features:

- **Improved Skill Measurement:** The Manager 8.0/8.0+ JFAs include the new learning agility assessment named Reskilling Potential, which is crucial for adapting to the rapidly changing job landscape. Additionally, they include the Management Potential assessment, which measures the potential of an individual for success in managerial roles across various industries and functional areas.
- **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.

Two distinct variants of the Manager JFAs have been released as per table below.

JFA	GSA	Inductive Reasoning	Reskilling Potential	Management Potential	Released
Manager 8.0	Yes	No	Yes	Yes	Yes
Manager 8.0+	Yes	Yes	Yes	Yes	Yes

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

For existing clients wishing to upgrade to the new 8.0 JFAs, please contact your account manager.

We look forward to supporting you with our enhanced assessment solutions.

Assessment

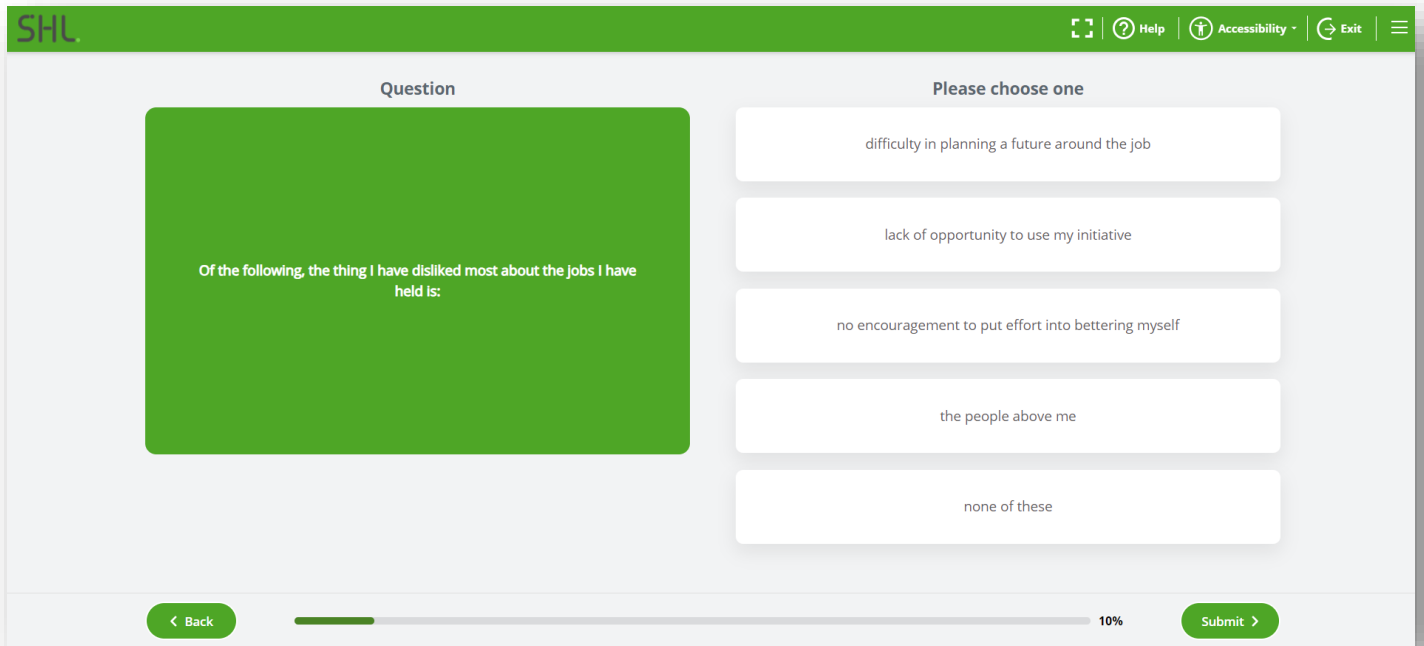


Figure 3 - Web Browser Experience

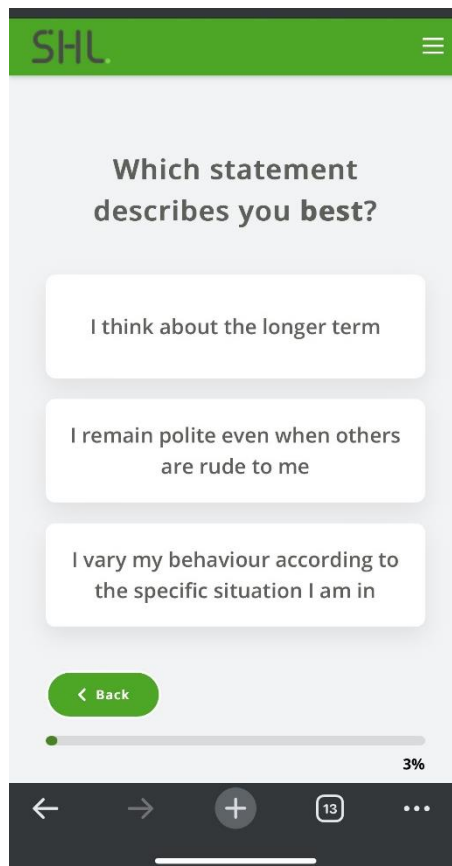
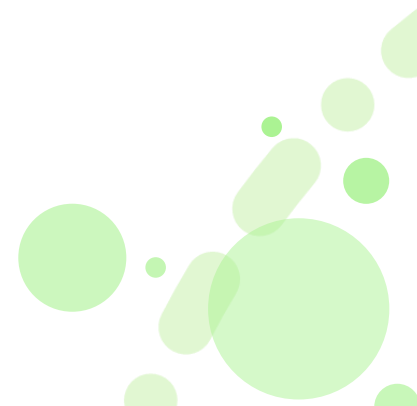


Figure 4 - Mobile Experience



# Report

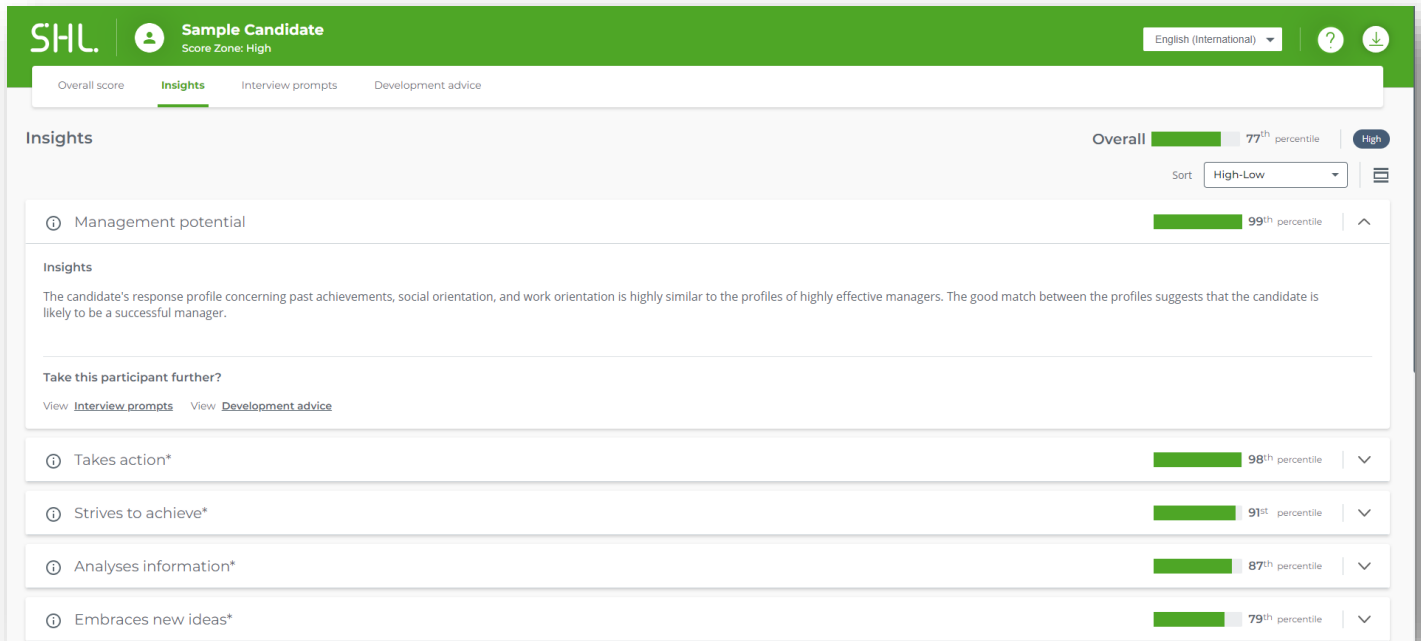


Figure 5 - Digital Report

Sample Candidate  
Sample.Candidate@gmail.com



### Insights

Overall | High

77<sup>th</sup> Percentile

#### Reskilling potential

16<sup>th</sup> Percentile

This candidate's score suggests that they may find it challenging to identify connections within complex information and to reflect on their experiences in order to learn from them. The candidate may be less inclined than others to seek out and learn new things.

#### Management potential

99<sup>th</sup> Percentile

The candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.

#### Makes difficult decisions\*

54<sup>th</sup> Percentile

This candidate may make some difficult decisions, but may not always be comfortable doing so.

#### Defines roles and responsibilities\*

41<sup>st</sup> Percentile

This candidate is likely to define roles and responsibilities, but at times may miss opportunities to provide the necessary direction to their team.

#### Coordinates others' work\*

66<sup>th</sup> Percentile

This candidate is likely to take the lead and assign tasks in group situations, but may also be more comfortable following the direction of others.

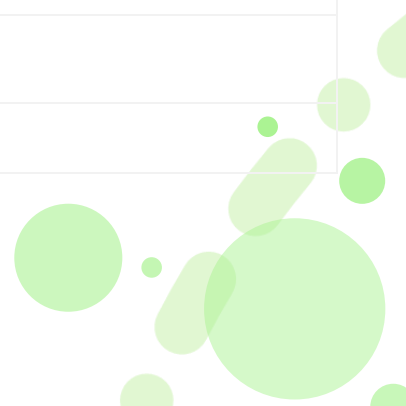
#### Fosters team cohesion\*

49<sup>th</sup> Percentile

This candidate is likely to consider team cohesion as important and is likely to contribute to most team goals.

Figure 6 - PDF Report

<b>Platform:</b>			<b>Availability:</b> 16 September 2024	
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	
<input type="checkbox"/>	Insights			



## New Assessment Launch – “AI Skills” Assessment

We are excited to announce the launch of new “AI Skills” assessment which will help customers to find and develop the skills that are important for success leveraging AI. The AI Skills assessment utilizes Global Skills assessment (GSA), which reports on 7 measures defined by 23 of the 96 UCF competencies of GSA. The seven measures include:

- **Embraces AI:** Learns about and embraces AI technology
- **Strategically Inspired:** Follows innovations and trends in AI usage across industries and workstreams
- **Identifies Opportunities:** Identifies and seizes opportunities to innovatively leverage AI to help improve workstreams
- **Engineers Prompts:** Crafts articulate and clear prompts to orchestrate the behavior of AI tools and refines the prompts through iterative testing
- **Integrates Solutions:** Critically evaluate outputs from AI tools against requirements and integrates them into workstreams
- **Champions AI:** Champions AI-augmented solutions with their network
- **Applies Sensible Guardrails:** Leverages AI in a considered, ethical, and socially responsible way

Key things to know:

- This new AI Skills JFA measures 7 key skills required to successfully leverage the AI in workplace.
- It is based on the Global Skills Assessment (GSA). The customer can either have candidates complete the GSA or re-use data from an existing 8.0 JFA which utilises the GSA.
- It is available on TalentCentral in US English only.
- Available as add-on within Talent Acquisition solution packages and within the Talent Management Skills Development solution.

<b>Platform:</b>		<b>Availability:</b> 30 September 2024	
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

## SHL Verify Interactive | Enhancing AI Resistance with improved UI/UX

We are pleased to introduce a significant update to our SHL Verify Interactive cognitive assessments on TalentCentral+, emphasizing improvements to user interface (UI) and user experience (UX). This update not only delivers a more intuitive and engaging experience but also strategically fortifies our defense against emerging AI tools like ChatGPT, ensuring long-term integrity of our assessments.

### Key Updates Include:

- **Revamped User Interface (UI):** Our redesigned UI offers a more intuitive and visually engaging experience along with improved accessibility. Candidates will find it easier to engage with the assessment through clear, user-friendly layouts and interactive elements.
- **Improved User Experience (UX):** We've overhauled the user experience to make the assessment process smoother and more engaging. This includes the introduction of new interactive elements, faster load times, responsive design to make navigation and engagement more intuitive.
- **AI-Resistant Question Design:** To combat the risk of AI-assisted cheating, we've incorporated advanced question formats. These updates make it more difficult for AI tools to generate answers and ensure that responses reflect genuine candidate abilities.
- **Validation Study:** To understand the impact of these changes a measurement equivalence study was conducted. The result from the study indicates that there is no meaningful impact on the time taken on each item nor the number of items completed within the test time. The changes also do not affect the difficulty of the questions.

These new UI/UX updates are applicable to following tests in Verify Interactive Portfolio:

- Verify Interactive - Deductive Reasoning
- Verify Interactive - G+
- Verify Interactive - Numerical Reasoning

If the above assessments are used in a standard (OTS) or custom JFA, these will also automatically receive the UX/UI upgrade.

These new changes will be rolled out automatically to all the existing customers on TalentCentral+ and due to the adaptive item bank structure of the test will maintain result equivalence for candidates pre and post change.

Platform:		Availability: 3 October 2024	
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

## Product Availability

### OPQ Reports

Product	Language
Development Action Planner 2.0	Brazilian Portuguese Canadian French Japanese Norwegian Swedish
Universal Competency Report 2.0	Japanese Swedish
Manager Plus 2.0	Brazilian Portuguese Japanese
Career Risk Report	US English

### JFAs

Product	Language
Manager 7.1+ Candidate Report Detailed Report Interview Report	Romanian
Manager 7.1 Candidate Report Detailed Report Interview Report	Romanian
Global Skills Assessment (GSA)	Czech Hungarian

Platform:		Availability: 18 September 2024	
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		