

Focus on Candidate Behavior, Skills and Performance

Presented in a Situation-Behavior-Outcome format, interview questions highlight current skills and past performance and behavior – which is proven to be an effective predictor of future job performance. Targeted follow-up probes identify candidate strengths and ensure the most accurate responses from candidates.

Quickly Identify Top Candidates

Through proprietary scoring and ranking capabilities, SHL's InterView gives insight to identify top candidates. InterView includes behaviorally-anchored rating scales to evaluate candidate answers to structured interview questions. With this format, raters select from five scale points to clearly differentiate a candidate's performance ranking for an objective candidate comparison. Then, overall interview scores for each candidate can be calculated and candidates can be compared via a stack ranking (top to bottom) so the highest rated candidates can easily be identified. Combine with SHL assessment scores, for an instant snapshot of the top performing candidates.

Enhance Your Employer Brand

The interview is one of the most important ways the employer brand is communicated to candidates. The company value proposition, culture, and attitudes are all conveyed during the interview process, and the impressions candidates gain during the process directly affect their employment decisions and what they tell others about your company. SHL's InterView helps interviewers make a positive impression on candidates, significantly enhancing your employer brand.

Do Things Your Way

SHL's InterView can be delivered as an "off the shelf" solution that includes interview templates designed to predict success in a variety of job families, ranging from entry-level to executive positions. SHL Professional Services are available for those organizations that desire a customized or integrated approach for a solution tailored to your company's specific needs and competencies.

Provide the Structure and Skills to Improve your Hiring Process

Complete with video vignettes, illustrations and self evaluation components, Interview Expert is a highly scalable and less expensive alternative to traditional face-to-face training of interviewers. This easy-to-use system will give you the ability to train all interviewers to make sure they conduct interviews in a consistent and legally compliant manner.



To learn how your organization can put InterView and Interview Expert to work for you, please contact your SHL account manager or call 800-367-2509.



Supporting
more than
10,000
customers
every year

Organisations that understand and maximize their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

**We call this People Intelligence,
Business Results.**