

# Insight into candidates' potential to *maximize the quality* of recruitment

Talented people are an organization's most valuable asset. Recruitment and retention is essential at any time but in the current economic climate and with real talent in short supply, recruitment at all levels is proving highly competitive. Despite this, few organizations have any objective insight into the suitability of candidates and how they might fit into a role.

- The weak economy has led to large numbers of candidates for every position
- Poor hiring decisions increase staff turnover – which is costly and hurts productivity
- There are more graduates for fewer roles: qualifications are not indicative of success
- A shortage of talent, especially at senior levels, is making good recruitment critical

## How does SHL help?

SHL enables candidates to experience your culture and the demands of the role they are applying for. By looking at ability, potential and skills we give you an objective insight that will improve the quality of your hiring decisions. SHL's solutions allow you to find the best applicants with lower recruitment time, reduced costs and increased retention.

*“Those who scored highly were almost three times more likely to be high performers at work.”* *Vodafone*

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## What our customers say

### Volume recruiting

*"The solution enhanced our established workflow process, introducing assessments to help identify the right candidate more quickly in a fair and standardized way."* Nissan

SHL maximizes the quality of hire in critical volume roles by helping remove unsuitable candidates earlier in the process, while job previews ensure only applicants with the right skills and personalities progress to the formal assessment stage. The result is a smaller pool of more suitable applicants.

### College recruiting

*"Our college graduate recruitment process now delivers a consistently high caliber of candidates across all regions."* DHL

SHL helps you find the leaders of the future, by creating a proven process to zero in on the highest quality candidates.

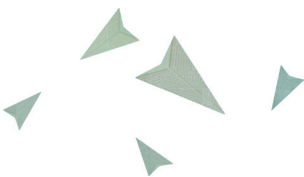
### Manager / leader selection

*"SHL has significantly contributed to the number of fantastic senior hires we have made over the past 12 months."* Comtec

Recruiting the best is critical for success. Senior roles are diverse and demanding. We define the required skills for the role and assess each candidate's ability to perform at the highest level.

## How do we do it?

- Defining the requirements of each role, no matter how senior
- Giving each candidate vital experience of the role
- Assessments to identify applicants' suitability
- Intensive testing to shortlist the best candidates
- Solutions embedded into your systems to create an efficient recruitment process



### Key points

Assessing large numbers of candidates efficiently and objectively

Rapidly short-listing the best graduates

Maximizing the success of senior hiring decisions



## Assessments in more than *30 languages*

Organizations 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.**