

SHL's Guide to Professional Recruitment



Four Steps to Maximizing the Impact of Your Experienced Hires

STEP
01

Stay informed about skills required for success on the job.

Roles are constantly evolving, and the skills required are changing faster than ever before. It is important to regularly reassess the requirements you have listed for a job, partnering with hiring managers and incorporating longer-term talent strategy too.

SHL delivers over 35 million assessments each year, contributing to a vast skills database. Partner with SHL to [understand which skills are foundational and longer-lasting](#), [explore latest skills trends](#), and [see the availability of specific skills across industries and geographies](#). With reliable skills data you can confidently optimize your talent search.

Define Success: What does *Quality of Hire* mean to your business?

STEP
02

Determine the priorities of hiring managers and other business stakeholders. How important is the candidate's readiness for the role, potential for the future, and fit within the organization? Which element, if any, should be prioritized? Would the correct balance of these three elements result in a high quality of hire?

Talent Acquisition leaders have a great opportunity now to change the nature of their relationship with business stakeholders. With their attention on skills-based hiring and building a

future-proof workforce, you can initiate conversations around longer-term talent strategy.

By partnering with SHL you can achieve the perfect balance of readiness, potential, and fit in your new hires. With your business's talent strategy in mind, SHL can configure and package up the appropriate assessments, insights, and experiences in one, ready-to-use solution.

STEP
03

Build a connection early on and get off on the right foot.

With experience under their belts, candidates are likely to have a clear picture of what they want from their career and their next employer. While they will have already been more selective with their applications, you can stand out on their shortlist by building a stronger connection with the candidate throughout the hiring experience.

Here are 3 ways to build engagement early on using SHL's hiring platform:

1. Showcase your company's mission and values through videos of real employees which can be presented to the candidates at any stage in the hiring process.
2. Provide auto-generated, [personalized feedback](#) to every candidate immediately so that they feel the process has been a valuable experience for them, whatever the outcome.
3. Use the talent data collected throughout the hiring process to build a tailored on-boarding program. Use information on the candidate's strengths, areas for development, and motivations to assign their first projects and enable success from day one.

Build targeted development plans.

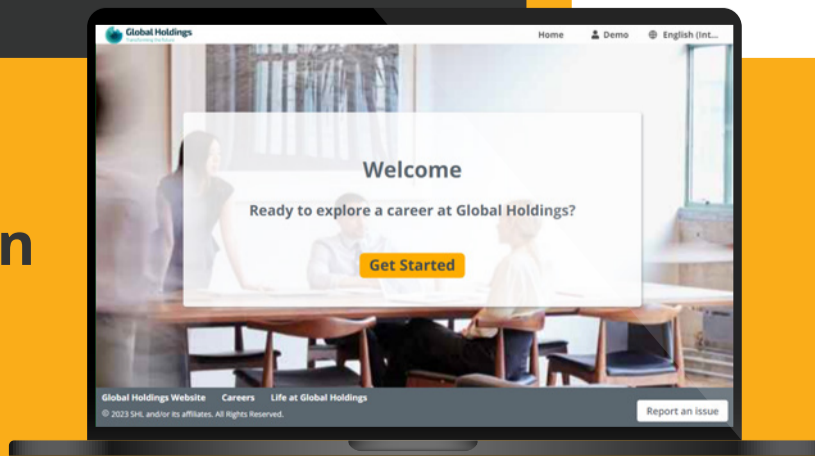
STEP
04

If you have an objective and reliable hiring process in place, you will have collected a large amount of data – more than you need for recruitment purposes. Make the most of this talent insight by reusing it to build development plans for new recruits, keeping those expensive, experienced hires engaged and in the organization for longer.

With [SHL's Professional Hiring Solution](#) you can measure candidates' potential, as well as what motivates them in a work environment. With the development and motivation insights generated from the assessments, hiring managers can support employee career-pathing and candidates have the opportunity to take ownership of their growth and development within the organization.

See SHL's Professional Hiring Solution in Action

SHL's professional recruitment solution ensures that you develop a strong connection with your candidates through immersive virtual hiring experiences. Partner with SHL for data-driven insights and evaluate professional talent with consistency using our comprehensive, highly validated suite of assessments.



[Watch the Demo](#)