A New Approach to Recruiting

.SHL.
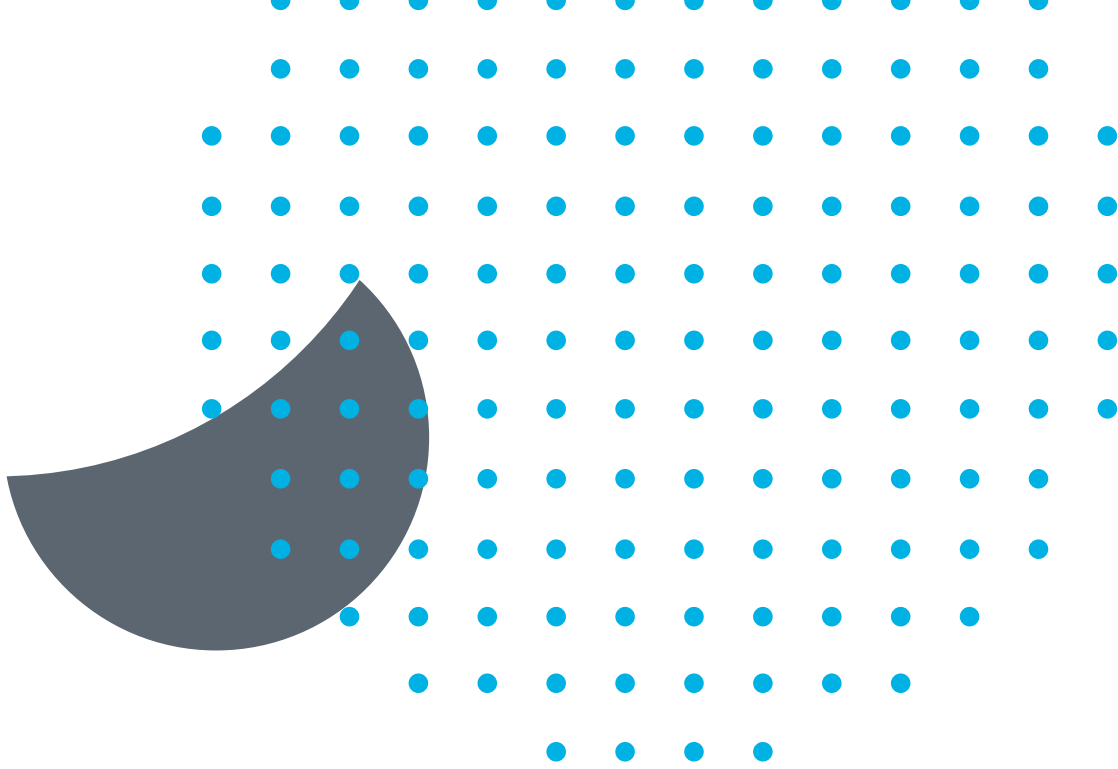
Hire your best fit candidates with SHL's assessment solutions.

84%

Average **time-to-hire increase** in past decade.

Gartner, 2019

SHL provides highly immersive hiring assessment solutions backed by the fair and ethical use of market leading science, technology and data. Uniquely designed to enhance the candidate experience, SHL enables you to recruit faster, for any role, and regain confidence in your hiring outcomes.
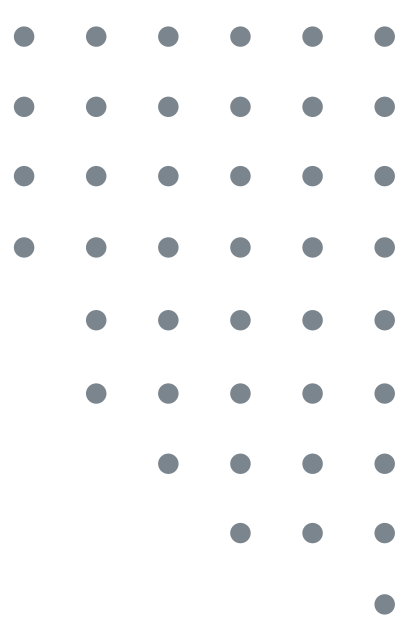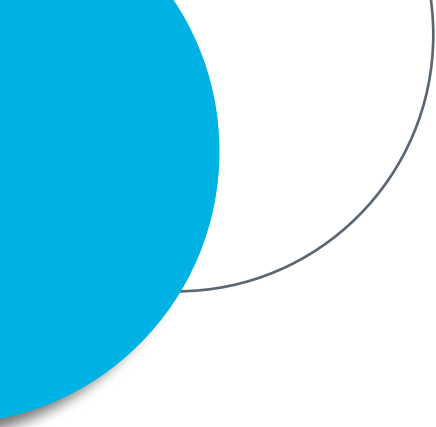
A superior candidate-first hiring experience that doesn't compromise on results.

92%
of candidates have **multiple offers** on the table

TA Journal, 2019

In today's hiring landscape candidate behavior is rapidly evolving. **Experiences matter** and so do the assessments that support them. SHL enables you to speed up your hiring without having to compromise on **experience, rigor and outcomes**.

Successful recruiting processes need to be agile, fair and friction-free. SHL's candidate-first assessment platform engages, evaluates and accelerates applicants while providing feedback, reducing drop-offs and improving conversion rates.

Easy to brand and configure, SHL also helps your organization differentiatate and stand out when it counts.

More feedback

Greater transparency

Stronger brand advocacy

Fewer drop-outs
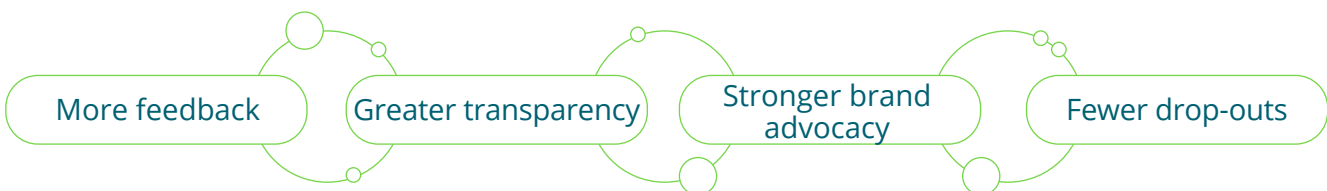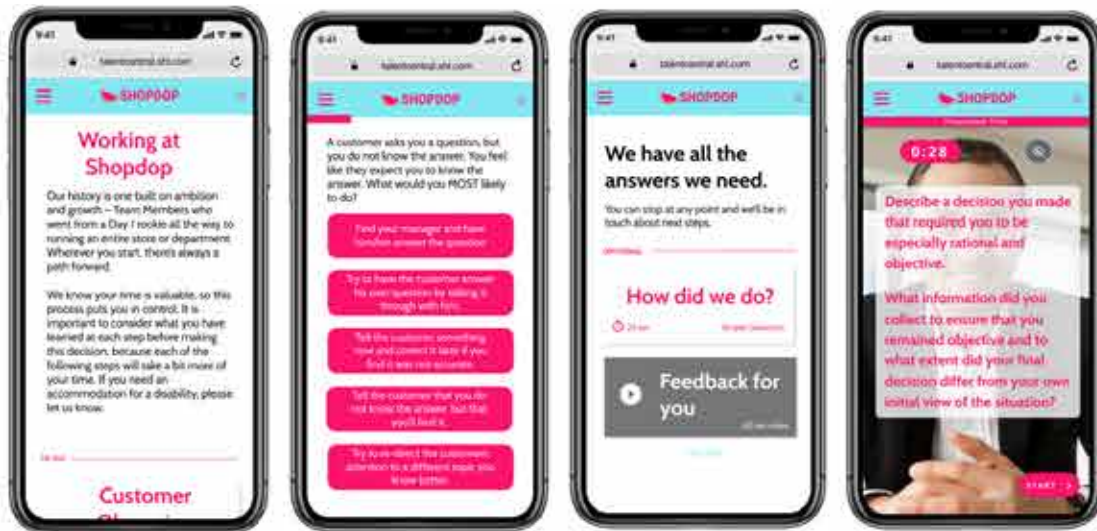
# End-to-end assessment experience powered by SHL's innovative technology.

SHL provides an unrivalled range of assessment content plus video — all in one platform. Accessed through a single continuous candidate-focused experience, all assessments are easily configured to your organization, role, culture or context.

Our immersive and job relevant assessments engage candidates, eliminate unnecessary steps in the hiring process and speed up decision making.

Candidate-First Hiring Platform
Application journey

"Welcome, thank you for applying. **This is where you belong!**"

"**You are a great fit!** You are moving forward in the process because…"

APPLY
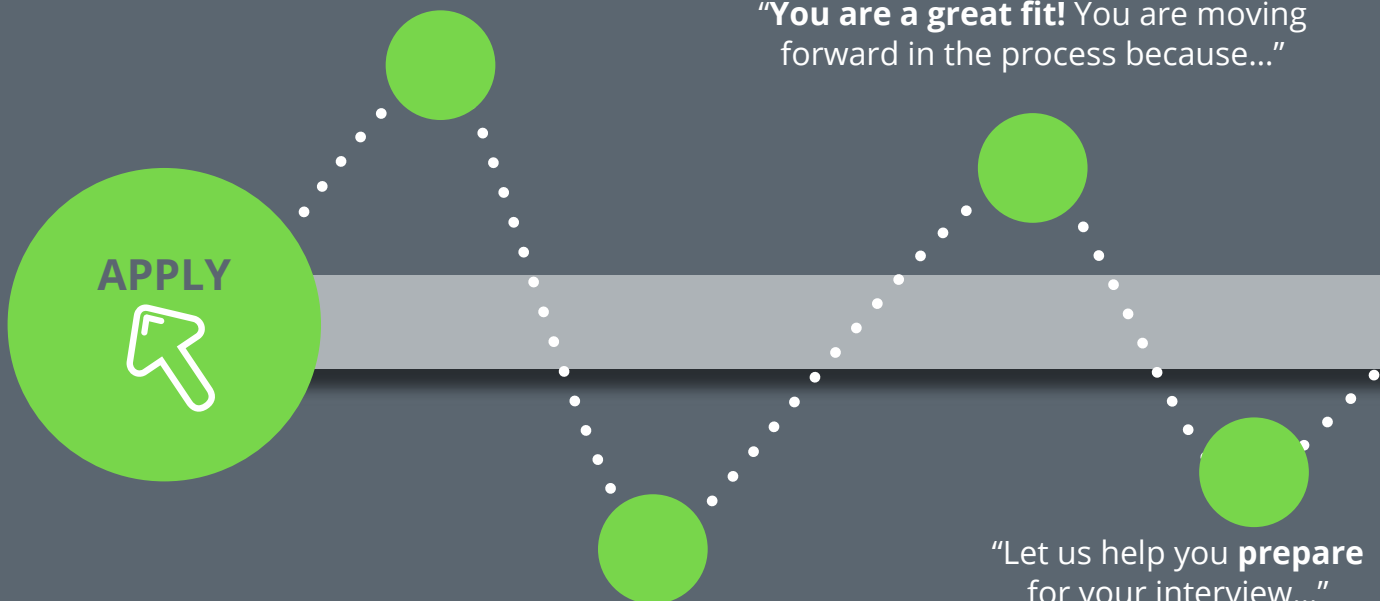
"We appreciate you and aim to treat you **fairly**…"
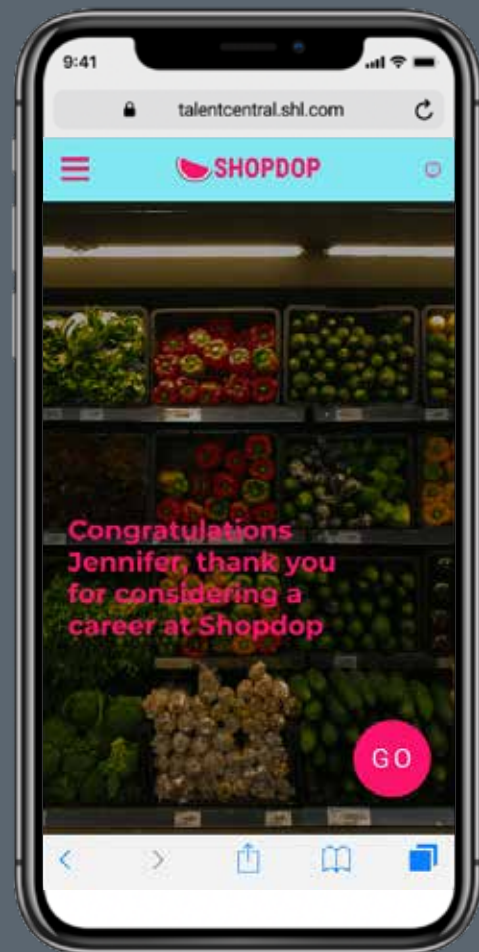
"Let us help you **prepare** for your interview…"

94%

of candidates feel the recruiting experience affects their decision to accept or reject an offer
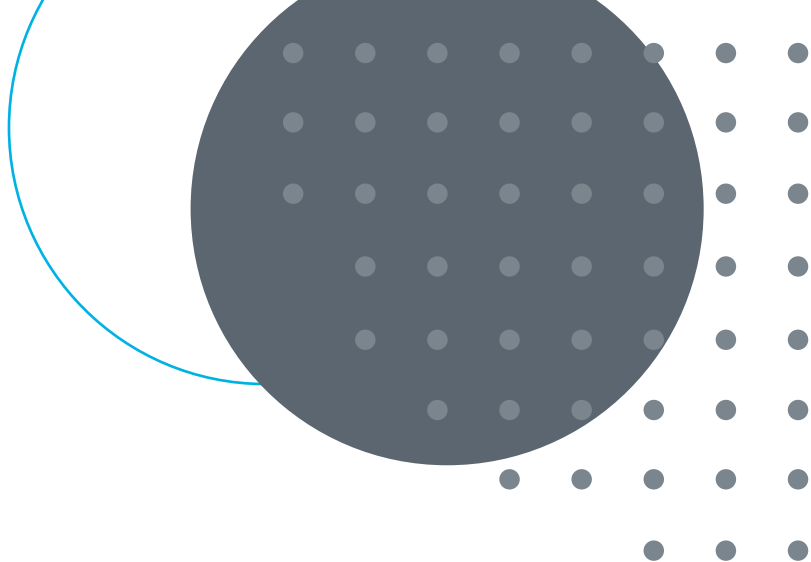
Resource Solutions 2019

"Let's connect you with the **hiring manager**…"

HIRE

9:41

talentcentral.shl.com

🍉 SHOPDOP

Congratulations Jennifer, thank you for considering a career at Shopdop

GO

# Predict what matters — for any role.

From absenteeism and attrition to poor performance and team dynamics, making the wrong hires can be bad for business. You need a hiring process that enables you to identify and recruit confidently those candidates with the closest job and culture fit.

Whether you are hiring for retail, call center, manufacturing or hospitality roles, SHL provides deep people insights to predict and drive workforce performance. SHL defines the required skills for each specific role and assesses each candidate's ability and potential to perform at the highest level.

Using objective data and market leading science SHL predicts candidate readiness and fit, ensuring you hire the candidates that will deliver meaningful business performance — whatever the role.

Potential

Readiness

Fit

SHL Solution
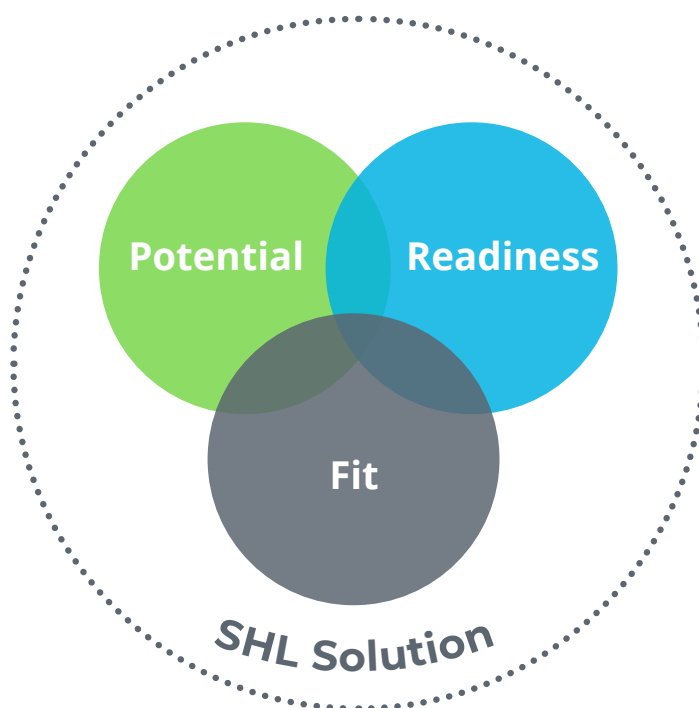
Data-driven outcomes your hiring managers can trust.
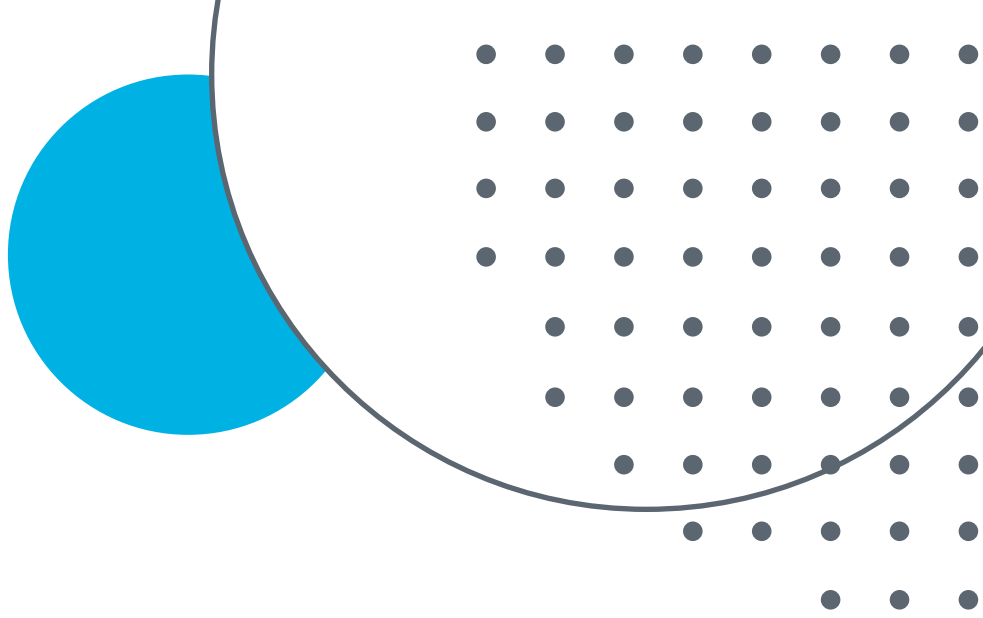
The predictive power behind SHL's approach is rooted in our ability to collect and leverage objective data. The employee experience is optimized as assessment data is aggregated over time and can be **easily integrated** to support onboarding, development and succession plans.

Enhanced data visualization, dashboarding and reporting capabilities means all data and analytics are highly accessible and actionable so you can engage your senior leadership teams and provide meaningful feedback to your hiring managers.

Talent Data that Builds over Time

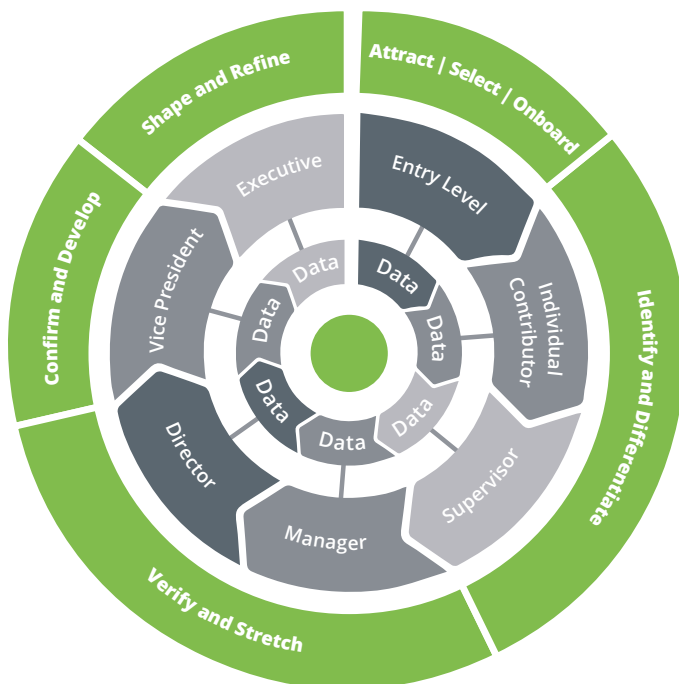"How should I use data to ensure I'm **hiring** the right talent for this role?"

"Who can I **promote** to supervisor?"

"What data can inform targeted **development**?"

"Who should join my **high potential** program?"

"Can I **benchmark** my human capital against my competitors?"

"The Board needs answers, are we ready to execute on our **strategy**?"

Numbers speak louder than words

SHL assessments are more than just a stand-alone test. For over 40 years, we have helped organizations drive down cost per hire, reduce accidents and absenteeism, improve sales performance, raise customer service ratings and more.

By putting business outcomes first, with richer data and validated insights, you will have the information and clarity needed to deliver positive, measurable hiring outcomes.

88%

Brand Strength

That's how many applicants said they'd now make our childcare and education client one of the top career choices after taking our assessment.

76%

Quality of Hire

That's how many candidates scored highly in our custom-built Talent Screener tool and went on to be rated 'outstanding' or 'exceeding expectations' in their first appraisal with our high street retailer client.

67%

Engagement & Retention

New joiners who scored highly on our assessment were this much more likely to keep their jobs for the first four months of working at a global telecoms company.

Interested in hearing more?
Visit shl.com/volume

.SHL.