



# SHL Release notes

Q3 2022



# SHL Release notes

22 July 2022

## Automata Quick Tour Revamp (Improvement)

### What is Automata Quick Tour Revamp?

- New version of quick tour in Automata gives the flexibility to the candidate to experience the guided tour with important controls like back, next and skip. The experience has been revamped for quick tour where now it is more user controlled instead of a self-playing script.

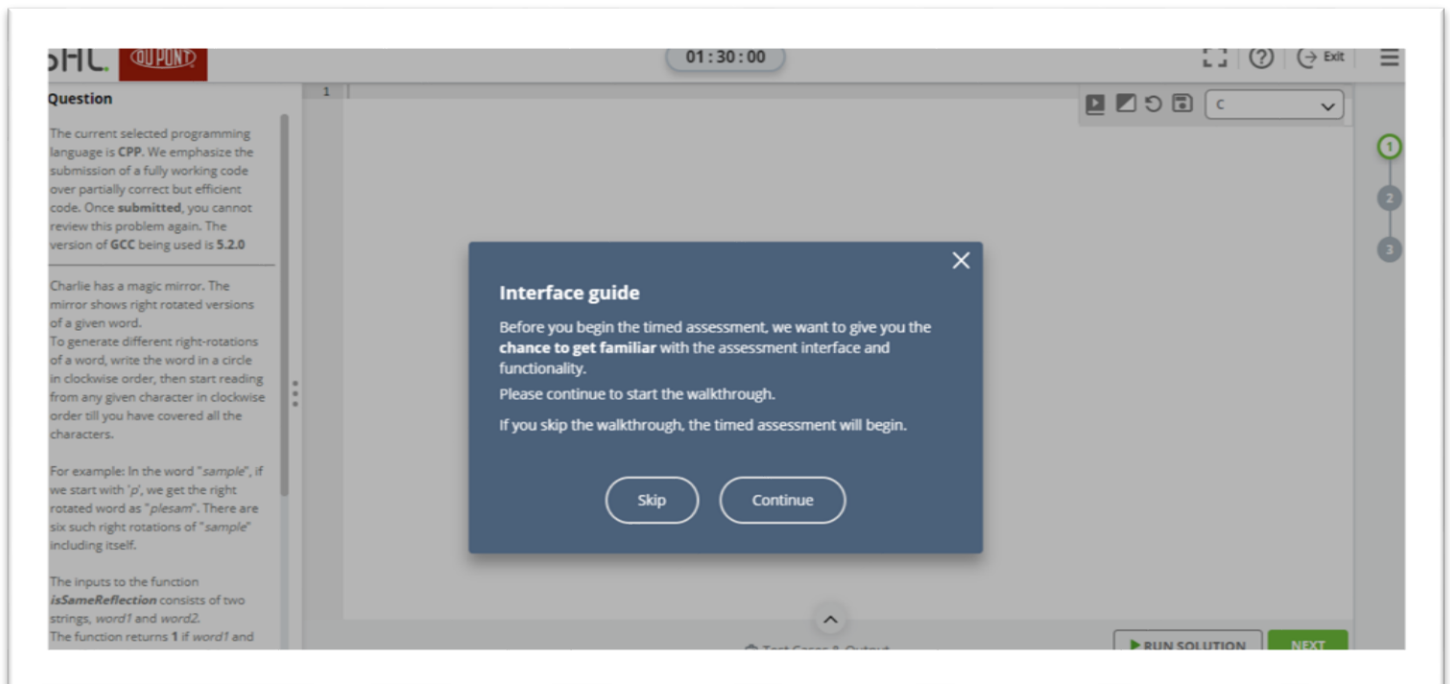
### Why did we build Automata Quick Tour Revamp?

- In current scenario, the candidate can start the quick tour but cannot pause it midway, move backward or forward to see a particular feature.
- With this revamp, the candidate would be able to start and end the tour as per their requirement, also they would be able to view any feature through the next and previous controls.
- It is a parity feature which puts our Automata candidate experience into highlight with our competitors.

### What is the customer impact of Automata Quick Tour Revamp?

- Candidate will now feel the interface to be under their control as they would be able to quickly move to any feature they want to see. This would enhance the experience of the candidate in usability aspects.
- New automata quick tour will be introduced in the candidate experience player while attempting Automata, Automata Pro, Automata Fix and Automata Selenium.

### What does Automata Quick Tour Revamp Look like?



SHL **DUPLICATE**
01:28:58
Exit

**Question**

The current selected programming language is **C**. We emphasize the submission of a fully working code over partially correct but efficient code. Once **submitted**, you cannot review this problem again. You can use `printf()` to debug your code. The `printf()` may not work in case of syntax/runtime error. The version of **GCC** being used is **5.5.0**.

You have to encrypt a non-empty string *phrase*. The encryption adds a 'cyclic shift' to each letter where the value of this 'cyclic shift' is decided by the position of the letter from the end of its word. The shift value for each letter of a word is its index value (starting from 0) from the right-most character of the word.

Example, the shift values in 'yum feed' will be:  
 yum: m->0, u->1, y->2;  
 feed: d->0, e->1, e->2, f->3  
 which gives the encryption: avm igfd.

Here, adding the shift with value 0 to

```

1 // Sample code to read input and write output:
2
3 /*
4 #include <stdio.h>
5
6 int main()
7 {
8     char name[20];
9     scanf("%s", name); // Read input from STDIN
10    printf("Hello %s", name); // Write output to STDOUT
11    return 0;
12 }
13 */
14
15 // Warning: Printing unwanted or ill-formatted data to output will cause the test cases to fail
16
17 #include<stdio.h>
18
19 int main()
20 {
21     // Write your code here
22     return 0;
23 }
            
```

Reset

Select this icon to reset your source code.

7/11

▶ RUN SOLUTION
SUBMIT ASSESSMENT

SHL **DUPLICATE**
01:30:00
Exit

**Question**

The current selected programming language is **CPP**. We emphasize the submission of a fully working code over partially correct but efficient code. Once **submitted**, you cannot review this problem again. The version of **GCC** being used is **5.2.0**.

Charlie has a magic mirror. The mirror shows right rotated versions of a given word.

To generate different right-rotations of a word, write the word in a circle in clockwise order, then start reading from any given character in clockwise order till you have covered all the characters.

For example: In the word "sample", if we start with 'p', we get the right rotated word as "plesam". There are six such right rotations of "sample" including itself.

The inputs to the function `isSameReflection` consists of two strings, `word1` and `word2`. The function returns 1 if `word1` and

11/11

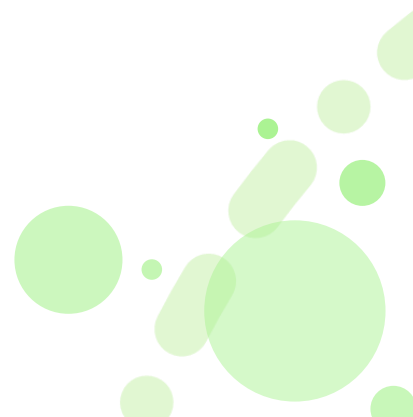
Guide complete

If you are ready, you may **begin the timed assessment**.  
Or you can **walkthrough the interface again** to review.

Walkthrough again
Begin assessment

▶ RUN SOLUTION
NEXT

<b>Platform:</b>	<input checked="" type="checkbox"/>	TalentCentral™	<b>Availability:</b> 29 June 2022
<input checked="" type="checkbox"/> iAssess	<input type="checkbox"/>	Insights	
<input type="checkbox"/> 360/MFS	<input type="checkbox"/>	SHL Apps	



## Enhanced assessment completion tracking - Improvement

### What is the Enhanced assessment completion tracking?

- We are improving the way our Insights assessment progress report works.
- Up to now, the completion status was marked as 'Completed' once all their assessments were done. There was no indication of which **individual** assessments might have been completed and which ones were still outstanding.
- With this latest improvement, when you now request a progress report from the Insights platform, it will indicate the completion status of individual assessments, as soon as they are completed.
- This change is already available in the system and will be applicable to all participants completing their assessments going forward.

SHL							
First Name	Last Name	Email Address	System Unique Registration Link	System Password Reset Link	OPQ32r	MQ	Experience Surve
Participant1	Last1	<a href="mailto:example@shl.com">example@shl.com</a>	<a href="https://insights.eu.shl.com">https://insights.eu.shl.com</a>		Completed	Incomplete	Incomplete

<b>Platform:</b>	<input type="checkbox"/>		TalentCentral™	<b>Availability:</b> 20 June 2022
<input type="checkbox"/>	iAssess	<input checked="" type="checkbox"/>	Insights	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	

**Download OPQ Profile**
✕

Please select language English (UK/International) ▾

CONTINUE

## Multilingual reports download - Improvement

### What is changing?

- We are improving the way that standard PDF assessment reports are downloaded from the Insights platform.
- Currently, users are downloading reports in the language of their system which is introducing certain limitations (e.g., reports in languages not supported by the platform interface cannot be downloaded).
- The improvement will allow participants and managers to **choose** the language of the report they would like to download.

### Why did we build it?

- Our insights customers wanted more flexibility in accessing assessment reports in languages currently not supported in the insights interface. In addition, participants often want to share their reports with managers who do not speak their language.
- By introducing a report language selection option, we are now able to offer reports beyond the system languages including the ability to download reports in multiple languages if required.

<b>Platform:</b>	<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> August 2022
<input type="checkbox"/>	iAssess	<input checked="" type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

## Product Availability

### JFA

Product	Language
Entry Level Customer Service (Retail and Contact Center) 7.1 (International)	Dutch English International English US French German
Entry Level Customer Service (Retail and Contact Center) 7.1 (South Africa)	English International
Entry Level Sales 7.1 (International)	Canadian French Chinese Simplified English International English US French German Latin American Spanish Portuguese Spanish
Industrial - Entry Level 7.1 (Americas)	Brazilian Portuguese Canadian French English US Latin American Spanish

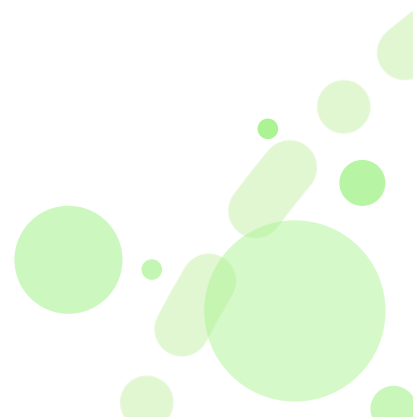


Product	Language
Industrial - Entry Level 7.1 (International)	Brazilian Portuguese Canadian French Danish Dutch English International English US Finnish French German Norwegian Swedish
Industrial - Professional and Skilled 7.1 (Americas)	Brazilian Portuguese Canadian French English US
Industrial - Professional and Skilled 7.1 (International)	Brazilian Portuguese Swedish Canadian French Dutch English International English US French Italian



Product	Language
Industrial - Semi-skilled 7.1 (Americas)	Brazilian Portuguese Canadian French English US Latin American Spanish
Industrial - Semi Semiskilled 7.1 (International)	Brazilian Portuguese Canadian French Danish Dutch English International English US Finnish French German Norwegian Swedish
Manager + 7.1 (Americas)	Canadian French English US
Manager + 7.1 (International)	English International French German Portuguese Spanish

Product	Language
Manager 7.1 (International)	English International English US French German Portuguese Spanish
Professional + 7.1 (International)	Dutch English International French German Portuguese Spanish
Professional 7.1 (International)	Dutch English International French Italian
Supervisor 7.1 (Americas)	Brazilian Portuguese Canadian French English US



Product	Language
Supervisor 7.1 (International)	Dutch English International English US French German Norwegian Portuguese Spanish Swedish
Workplace Safety Individual 7.1 (Americas)	Brazilian Portuguese
Workplace Safety Individual 7.1 (South Africa)	English International
Workplace Safety Team 7.1 (Americas)	Brazilian Portuguese
Workplace Safety Team 7.1 (International)	Danish English International Finnish Norwegian Swedish
Technology Professional 8.0	Simplified Chinese German
Graduate 7.1	Polish

## Verify

Product	Language
Verify Interactive G+ Report	Vietnamese
Verify Interactive Report	Vietnamese
Verify Technical Checking	Greek

## VADC

Product	Language
Airogen Analysis Presentation Exercise	English International



## Skills (Piped AM)

Product	Language
MS Word (New) <i>(Additional report languages)</i>	Brazilian Portuguese  Dutch  French  Italian  Spanish
MS Excel (New) <i>(Additional report languages)</i>	Brazilian Portuguese  Dutch  French  Italian  Spanish
MS PowerPoint (New) <i>(Additional report languages)</i>	Brazilian Portuguese  Dutch  French  Italian  Spanish
MS Office Basic Computer Literacy (New) <i>(Additional report languages)</i>	Brazilian Portuguese  Dutch  French  Italian  Spanish

<b>Platform:</b>	<input checked="" type="checkbox"/>	Talent Central	<b>Availability:</b> 1 <sup>st</sup> July 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps



# SHL Release Notes

5 August 2022





## 360 Visualizations in Insights Platform (New)

### What is the 360 Visualizations in Insights Platform?

360 visualizations in Insights platform are powerful group visualizations built on SHL Insights platform with 360 performance data to empower business leaders, HRs to make strategic employee decisions and effective development planning.

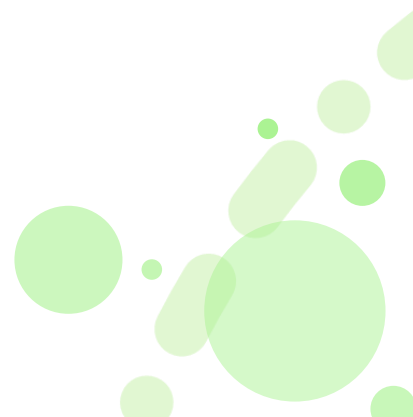
### Why did we build 360 Visualizations in Insights Platform?

360 visualizations in Insights platform will allow business leaders/group managers to:

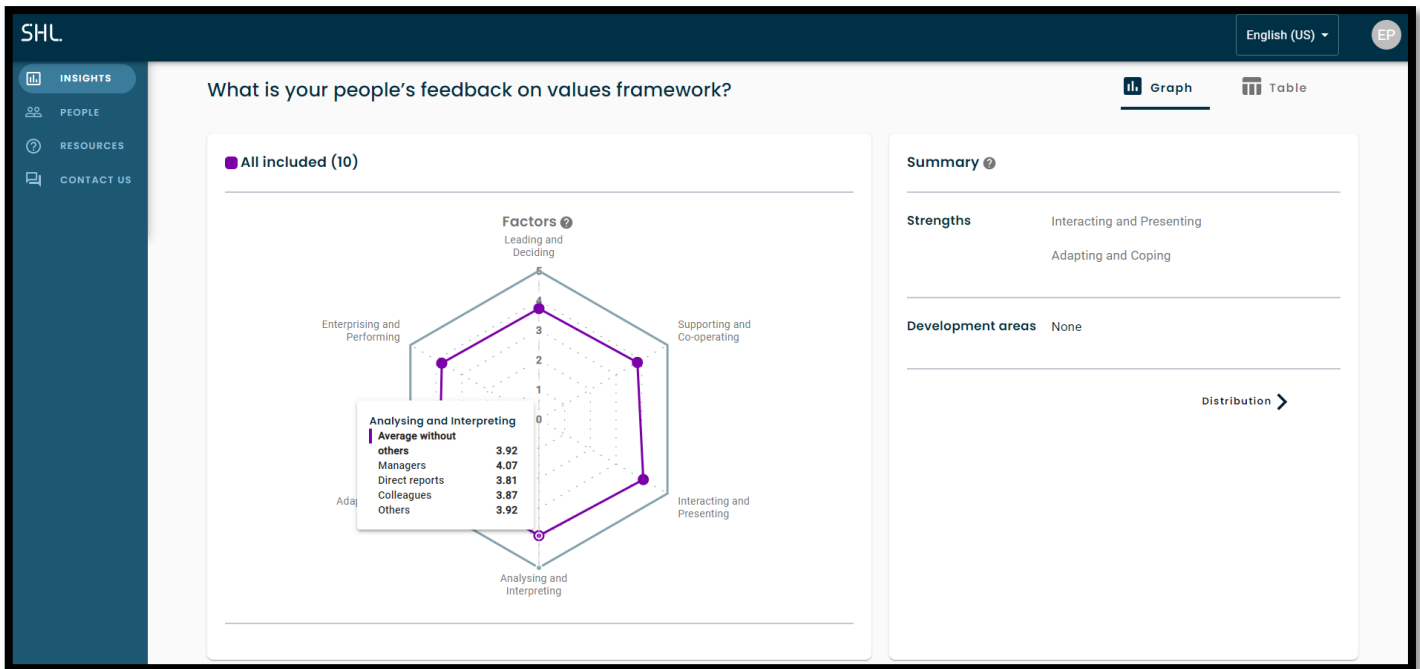
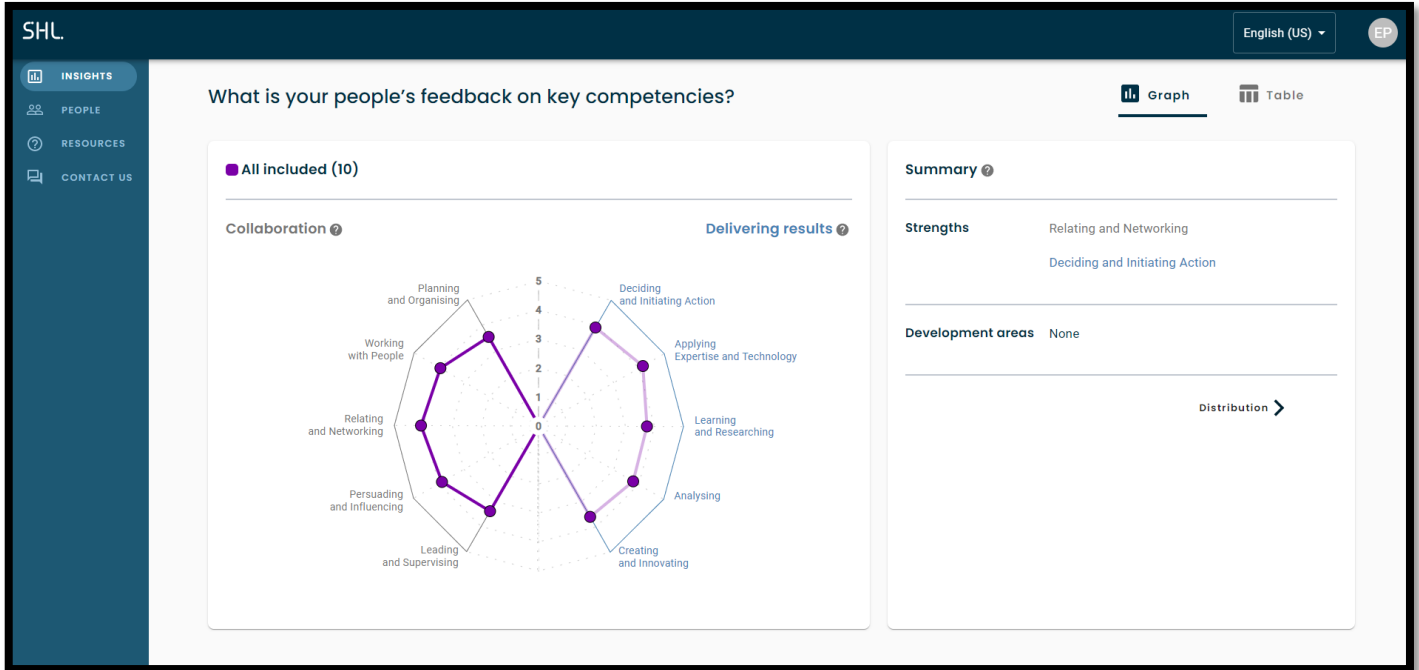
- **Discover gaps and maximize talent:** Through 360 data visualizations on Insights, employees can be assessed for their development needs, strengths, gaps in perception of different rater categories based on their 360 ratings. This allows business leaders/group managers/L&D heads to focus on development of relevant skills.
- **Compare individual's performance with a team:** Visualize how an individual's 360 feedback compares with a group, identify areas of improvements and strengths with respect to a team.

### What is the customer impact of 360 Visualizations in Insights Platform?

- Existing or new customer using Insights platform will be able to conduct 360 programs and review 360 data of their employees within the Insights platform. Existing customers using 360 platform for running feedback programs will be able to visualize 360 data within Insights platform.
- 360 visualizations on Insights platform will be made available through configured lens capability. Customers will need to be set up on both Insights and 360 platform to make use of this capability.



What does 360 Visualizations in Insights Platform look like?



<b>Platform:</b>	<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> 1 August 2022
<input type="checkbox"/>	iAssess	<input checked="" type="checkbox"/> Insights	
<input checked="" type="checkbox"/>	360/MFS	<input type="checkbox"/> SHL Apps	



## Product Availability

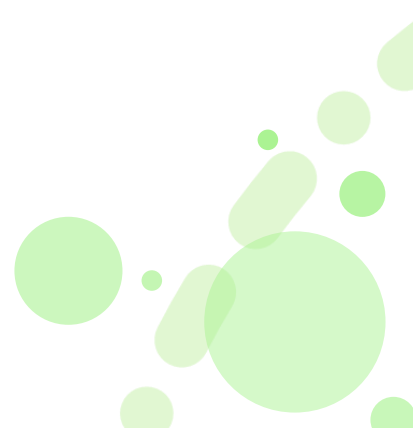
### JFA

Product	Language
Industrial - Entry Level 7.1 (International)	Italian
Industrial - Professional and Skilled 7.1 (International)	Danish Finnish German Norwegian
Industrial - Semi-skilled 7.1 (International)	Italian
Supervisor 7.1 (International)	Brazilian Portuguese Finnish
Entry Level Customer Service (Retail and Contact Center) 7.1 (Americas)	English US
Technology Professional 8.0	Italian Spanish

### Verify

Product	Language
Mechanical Comprehension	Danish Finnish Norwegian

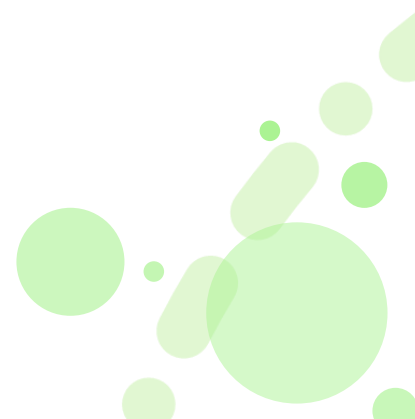
Verify Candidate Report	Vietnamese
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## Contact Centre Simulations

Product	Language
Customer Service Phone Simulation	Dutch Italian
Sales & Service Phone Simulation	Dutch Italian
Customer Service Phone Solution	Dutch Italian
Sales & Service Phone Solution	Dutch Italian

<b>Platform:</b>	<input checked="" type="checkbox"/>	Talent Central	<b>Availability:</b> 3 August 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps





# SHL Release Notes

19 August 2022





## Product Availability

### JFA

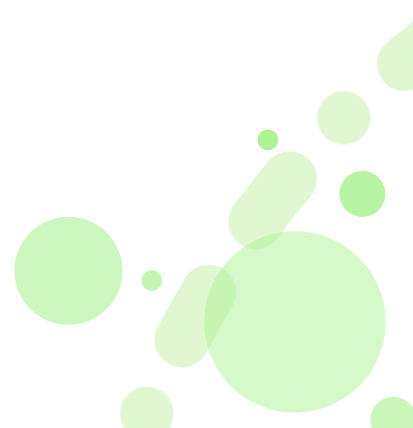
Product	Language
Graduate 8.0+	Portuguese Spanish
Entry Level Customer Service (Retail and Contact Center) 7.1 (Americas)	Canadian French Latin American Spanish
Entry Level Customer Service (Retail and Contact Center) 7.1 (International)	Latin American Spanish Italian Swedish
Supervisor 7.1 (Americas)	Latin American Spanish
Supervisor 7.1 (International)	Canadian French Danish Italian

## Business Simulations (former VADC)

Product	Language
Airogen Analysis Presentation	English International
Ocean Shepherd Analysis Presentation	English International

Ocean Shepherd Coaching Exercise	English International
Wheelies Cycling Coaching Meeting	English International

<b>Platform:</b>	<input checked="" type="checkbox"/>	Talent Central	<b>Availability:</b> 17 August 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps



## Skills Tests

Product	Language
SQL	Chinese Simplified
JavaScript	Chinese Simplified
Spring	Chinese Simplified

<b>Platform:</b>	<input type="checkbox"/>	Talent Central	<b>Availability:</b> 17 August 2022
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps





# SHL Release Notes

2 September 2022



## Smart Interview Live - Face Match (New Feature)

### What is Face Match feature?

Face Match is a new capability that we are introducing for Smart Interview Live (SIL) and Smart Interview Live Coding (SILC) on iAssess (for Indian customers). This is a proctoring feature that helps compare and validate images of a candidate before their interview process.

This is how it works – Candidate's image is captured while they attempt an assessment (say image A). When a candidate tries to join an interview, the system again captures an image (say image B). The face match functionality compares these 2 images. If it is successful, the candidate moves ahead in the interview process. If the face does not match, the system prompts the interviewer to decide if they wish to continue with the interview or not. This saves the interviewer's time by eliminating fake candidate interviews and makes the overall process cleaner and more efficient.

### Why did we build the Face Match feature?

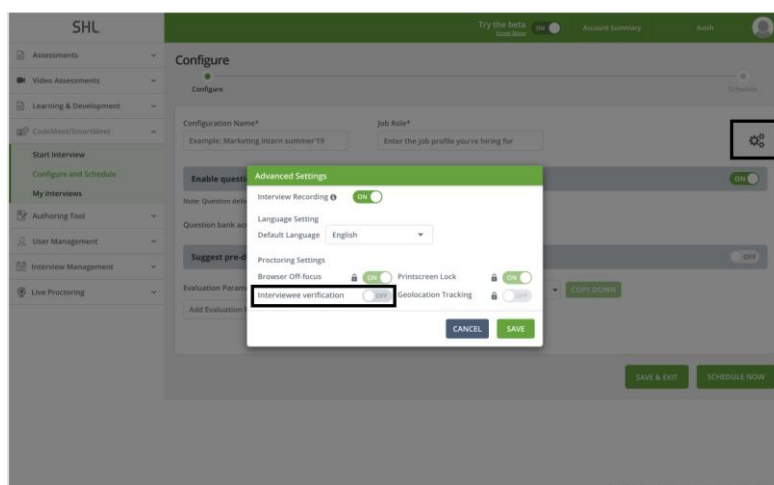
In a virtual hiring setup, especially in volume hiring scenarios, there are cases of cheating, where the candidate gets someone else to take their assessments or interviews. That means, 2 different individuals take part in the process. The Face Match feature eliminates the possibility of having such cases and allows a better experience for the clients.

### What is the customer impact of introducing the Face Match feature?

There will be no impact on existing customers. It is a customer level feature and can be enabled or disabled for a customer as needed. Existing customers can get this enabled by reaching out to their account managers. On enabling this feature, Face Match will be available as an additional capability.

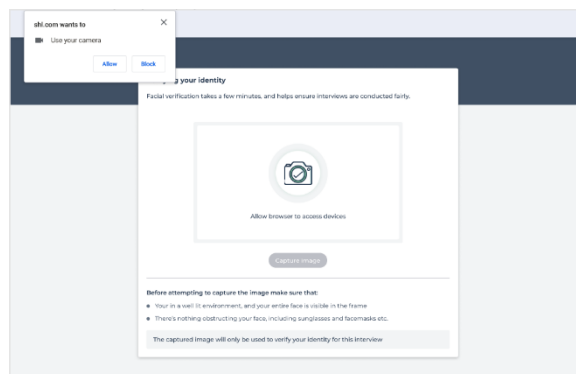
### What does Face Match look like?

- To enable Face Match, it needs to be activated at the company level.
- After that, the admin user will be able to see a new setting '**Interviewee Verification**' under '**Advance Settings**' on the '**Configure**' interview page (shown below).
- Admin can **toggle the button to enable it** and click on **Save** to activate it. This will activate the Face Match functionality for that interview configuration.

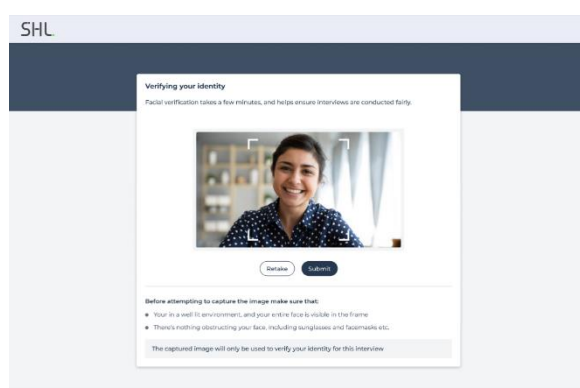


## Candidate Experience

- Candidates receive the interview invite in their email. On accessing the invite, they will be directed to the DPN (Data Protection Notice).
- Once the candidate accepts DPN, they are directed to the image capture screen where they are prompted to allow the device's camera access (shown below).



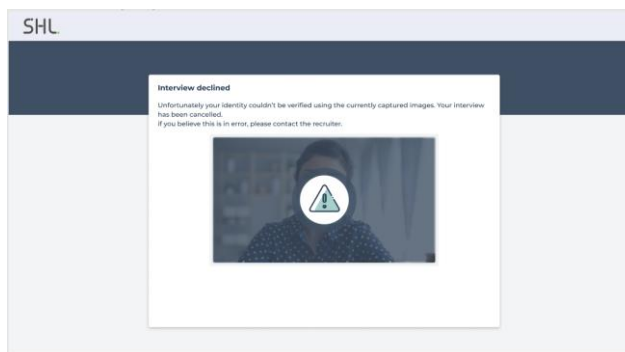
- After capturing their image, the candidate can submit it (shown below).



- After image submission the face match process will run in the backend and based on the result, the candidate's interview is accepted/declined.
- If the candidate's face match percentage is equal to or greater than 90%, **the candidate is allowed to enter the interview** (shown below).



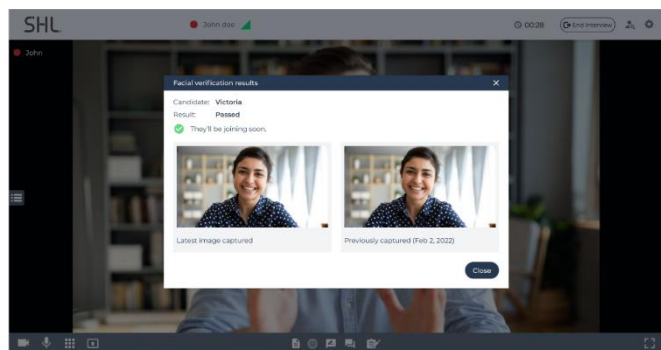
- If the candidate's face match percentage is less than 90%, the result is shared with the interviewer. The interviewer then decides to allow or decline the candidate's interview. In case the interviewer declines it, the candidate gets an **interview declined message** (shown below).



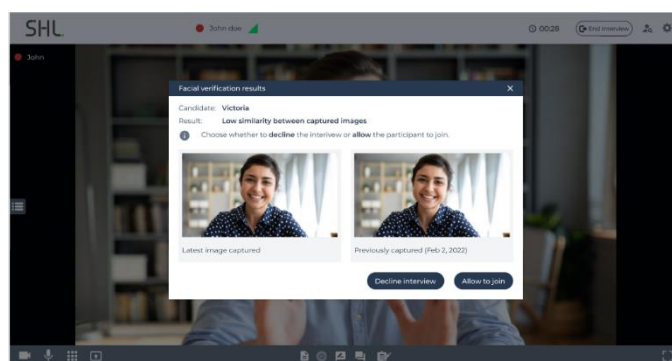
### Interviewer Experience

- Interviewers will receive the interview invite in their email. On accessing the invite, they will be directed to the DPN.
- After accepting the DPN, the interviewer enters the interview platform and is shown the candidate's face match result (only when a candidate enters the interview process).

If the candidate's face match percentage is **equal to or greater than 90%**, then the interviewer receives the message – **Candidate will be joining soon** (shown below)



If the candidate's face match **percentage is less than 90%**, then the comparison screen is prompted to the interviewer (shown below), and they can decide to **allow or decline** the candidate's interview.



<b>Platform:</b>	<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> 1 September 2022
<input checked="" type="checkbox"/> iAssess	<input type="checkbox"/>	Insights	
<input type="checkbox"/> 360/MFS	<input type="checkbox"/>	SHL Apps	





## Product Availability

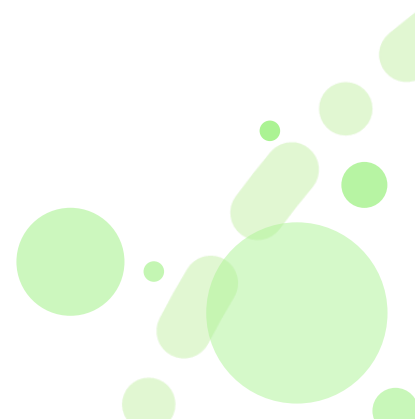
### JFA

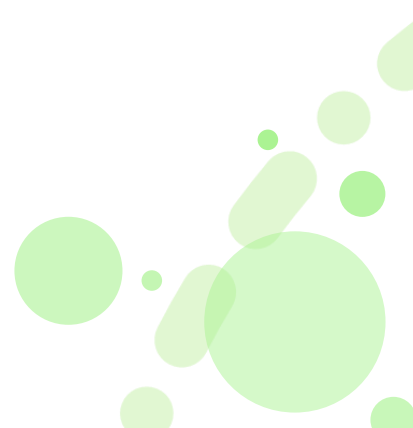
Product	Language
Entry Level Customer Service (Retail and Contact Center) 7.1 (International)	Arabic Canadian French Chinese Simplified Danish Finnish Italian Latin American Spanish Norwegian
Professional 7.1 (Americas)	Brazilian Portuguese Canadian French English US
Professional + 7.1 (Americas)	Brazilian Portuguese Canadian French English US
Professional + 7.1 (International)	Chinese Simplified Chinese Traditional
Workplace Safety - Individual 7.1 (International)	Brazilian Portuguese Canadian French Dutch English International English US French German Italian Latin American Spanish
Workplace Safety - Team 7.1 (International)	Brazilian Portuguese English US

## Business Simulations (former VADC)

Product	Language
Manzzi Hadden Coaching Exercise	English International
Zahra's Bookshelf Written Analysis	English International

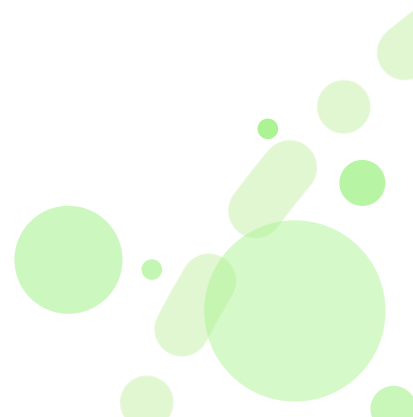
<b>Platform:</b>	<input checked="" type="checkbox"/>	Talent Central	<b>Availability:</b> 31 August 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps





# SHL Release notes

16 September 2022



## Product Availability

### JFA

Product	Language
Professional + 7.1 (Americas)	Latin American Spanish
Professional 7.1 (International)	English US German Brazilian Portuguese Latin American Spanish Canadian French Danish Norwegian
Professional + 7.1 (International)	English US Italian Swedish Danish Norwegian
Workplace Safety - Individual 7.1 (Americas)	English US Latin American Spanish Canadian French
Workplace Safety - Team 7.1 (Americas)	English US Latin American Spanish Canadian French
Workplace Safety - Team 7.1 (International)	Italian French

Product	Language
	German Dutch Latin American Spanish Canadian French

## Verify

Product	Language
Technical Checking	Turkish
Following Instructions	Brazilian Portuguese

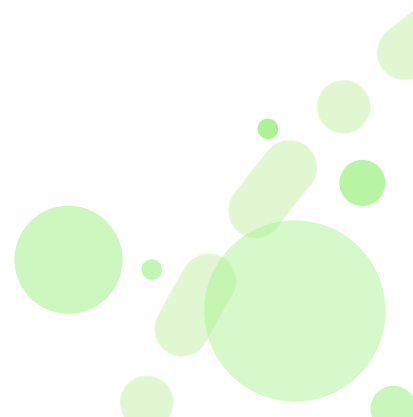
## Business Simulations (former VADC)

Product	Language
Legacie Venues Written Report	English International

<b>Platform:</b>	<input checked="" type="checkbox"/>	Talent Central	<b>Availability:</b> 14 September 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

# SHL Release notes

30 September 2022



## SHL360 Multi-account Single Sign On (New)

### What is the multi-account Single Sign On (SSO)?

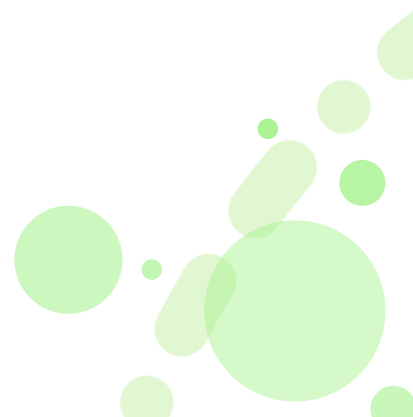
The ability for participants to use SSO workflow even when they are added to multiple company accounts. When coming from SSO workflow, ability for them to select the account/360 program they wish to enter and then reach the task page for each program. SSO stands for Single Sign On.

### Why did we build multi-account SSO?

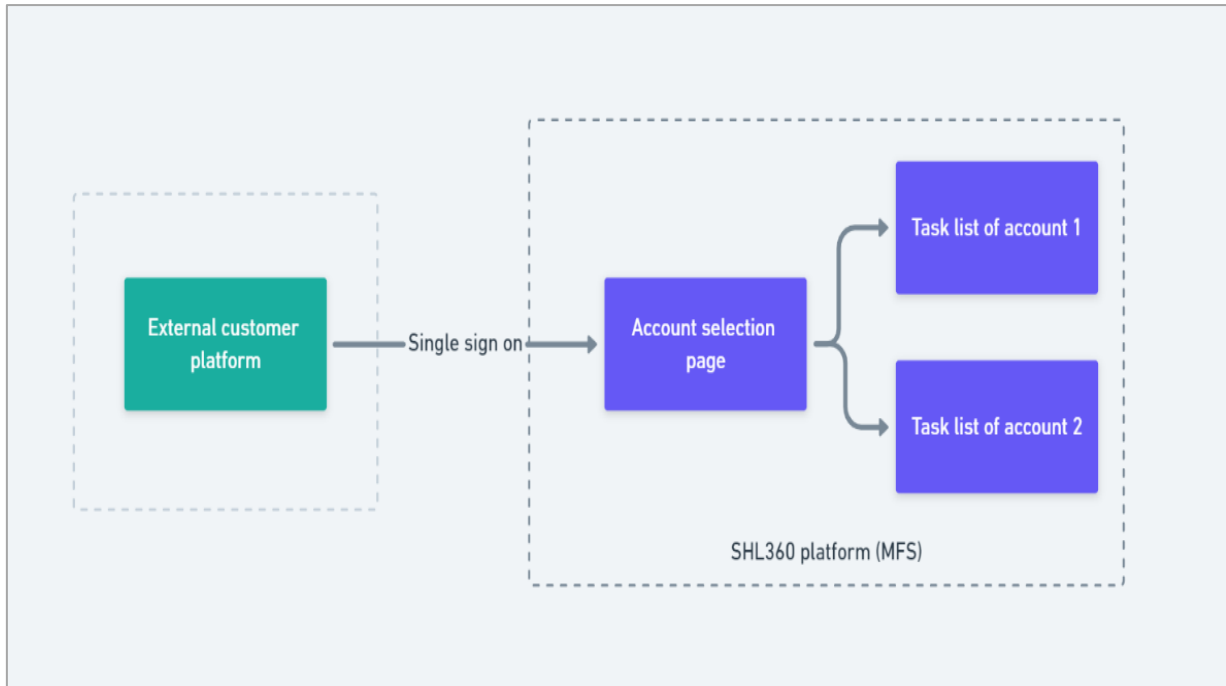
In SHL360 (MFS), one account can support only one competency framework. Because of this limitation, many customers have more than 1 account configured within SHL360(MFS). If more than one account exists, SSO couldn't be supported for them. This was a limitation. With this feature we have overcome this limitation and can allow SSO workflow for participants who are associated with more than 1 account.

### What is the customer impact of multi-account SSO?

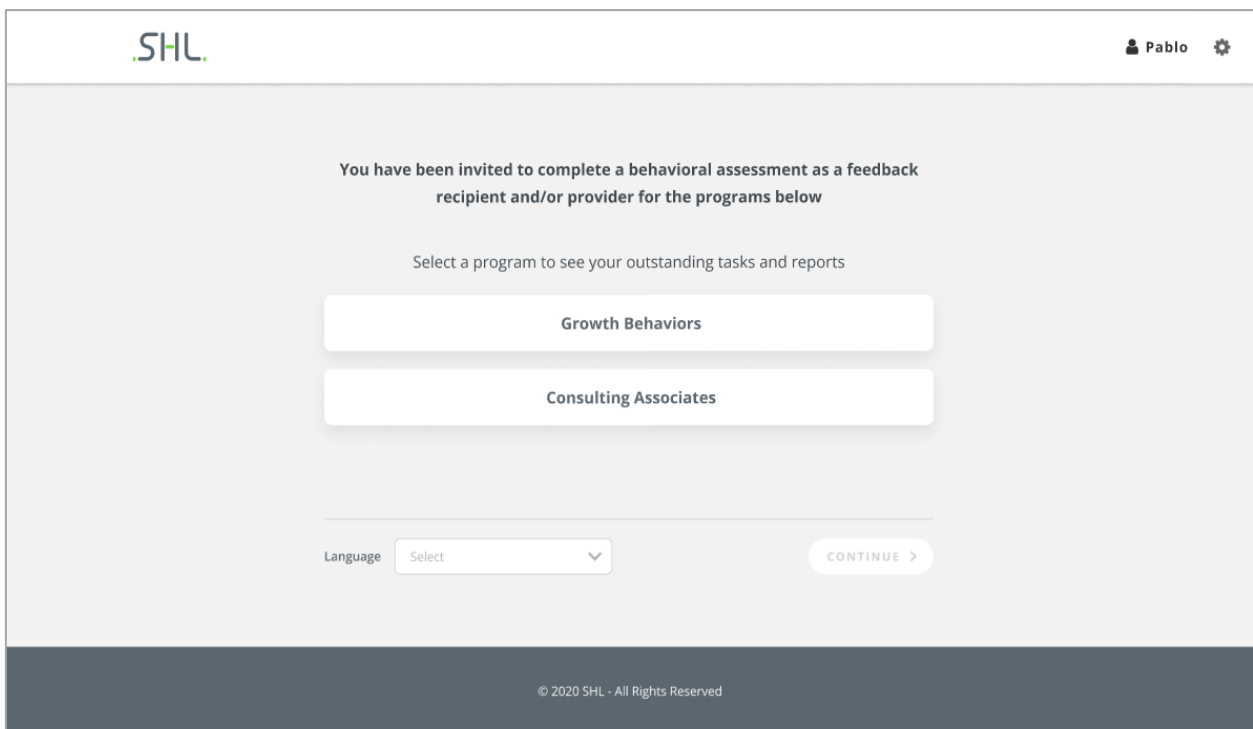
Customers can provide a seamless experience to their employees for multiple 360 programs that can run in parallel for different levels. A participant who has been associated with multiple accounts/sites can access the 360 platform through SSO and then select which account they wish to enter.







**What does the account selection screen in multi-account SSO look like?**



<b>Platform:</b>		<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> 20 September 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights	
<input checked="" type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	

## SHL360 Participant Report Timeline (New)

### What is the participant report timeline?

Ability for participants to view past 360 reports on their task page so that they can easily access them later. All past reports will be available to participants, unless their 360 administrator decides to remove them.

### Why did we build participant report timeline?

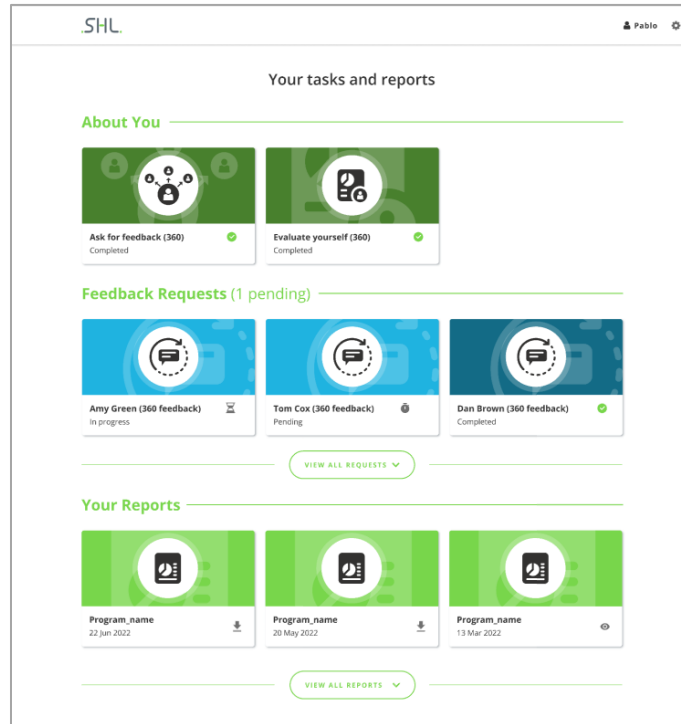
Customers conduct 360 programs periodically, every year, half yearly or quarterly. As an outcome of these 360 programs participants get a report summarizing their feedback from different raters. Making all pasts reports accessible gives participants an opportunity to review past feedback, compare with latest results and track progress. Without this capability, there was operational load on administrators to fetch older reports and make it available for participants across multiple 360 programs.

### What is the customer impact of participant report timeline?

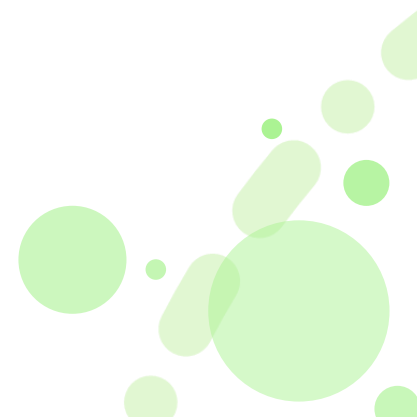
Customers can provide access to past reports from older 360 programs very easily to 360 participants, without operational overhead. They have control to remove access to very old reports if they don't find it relevant anymore.

Participants can self-serve themselves and use past reports to compare with latest results and track progress.

### What does the participant report timeline look like?



<b>Platform:</b>	<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> 5 October 2022
<input type="checkbox"/> iAssess	<input type="checkbox"/>	Insights	
<input checked="" type="checkbox"/> 360/MFS	<input type="checkbox"/>	SHL Apps	



## OPQ/ APTA / UCA Instructions Update (Improvement)

### What is the OPQ/ APTA / UCA Instructions Update?

Refreshed candidate instructions for OPQ, APTA and UCA

- The instructions will be updated for tests using the forced choice triad item type
- This includes OPQ, APTA, and Universal Competency Assessment (UCA)
- APTA behavioural assessments are used in RWQ and a range of standard and custom JFAs
- UCA is used in new 8.0 JFAs

### Why are we updating OPQ/ APTA /UCA Instructions?

- UCA is targeted to be used across all roles in the organization
- The current instructions were too light for the entry-level roles / new entrants
- Entry-level applicants do not relate to the word "Organization" and "Manager"

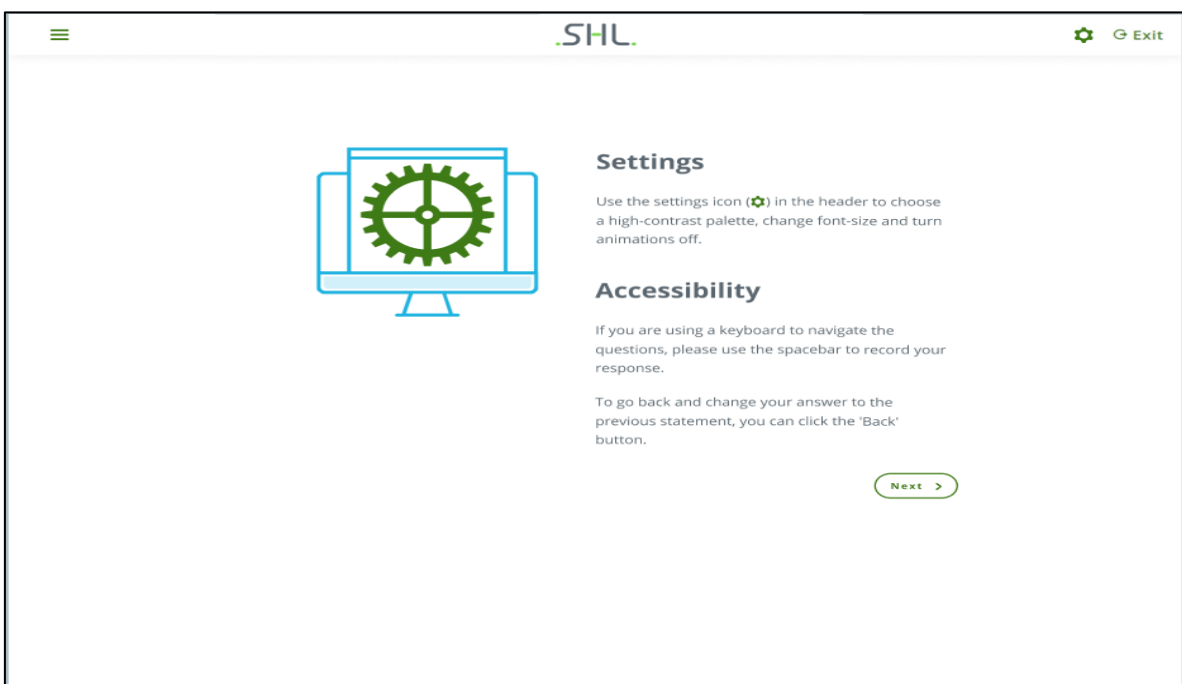
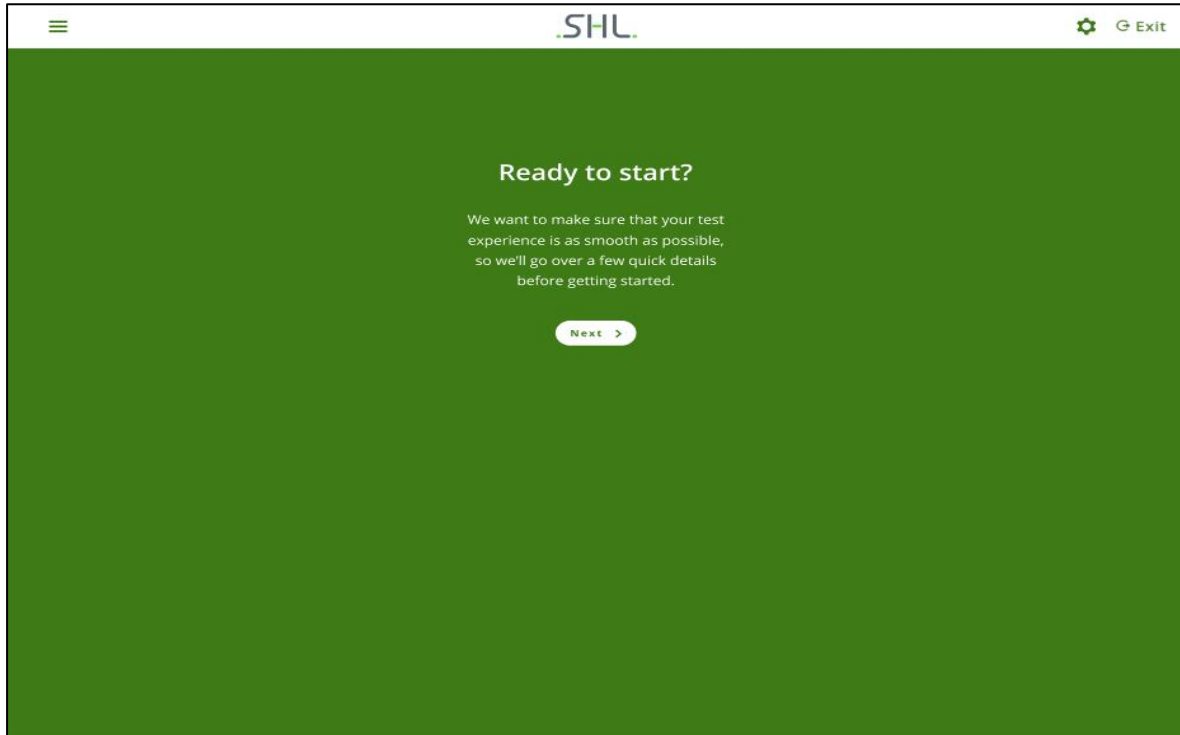
### What is the customer impact of OPQ/ APTA Instructions Update?

This will be rolled out automatically to all the customers who uses the OPQ, UCA and APTA based assessments, both in off-the-shelf assessments such as JFAs as well as in tailored solutions. The instructions for these tests will then be relevant across all job-levels, including for entry level roles.


**What is the impact for candidates?**

Any candidate who starts an assessment after the rollout will see the updated instructions. If there are any returning candidate who returns post the roll out date with test partially completed, they will first land on assessment homepage and then prompted to see the “Tips” screen.

**What does OPQ/ APTA Instructions Update Look like?**



☰
SHL
⚙️ Exit



### Tips


**Don't overthink.** Do your best to answer as quickly as possible. It's usually best to provide an answer based on your first reaction.

**Try to take the assessment in one sitting.** If you do need to take a break, and continue later, that's OK.

**You can go back and change your last response,** but you cannot go back further than that.

Next >

☰
SHL
⚙️ Exit



### Think about yourself at work

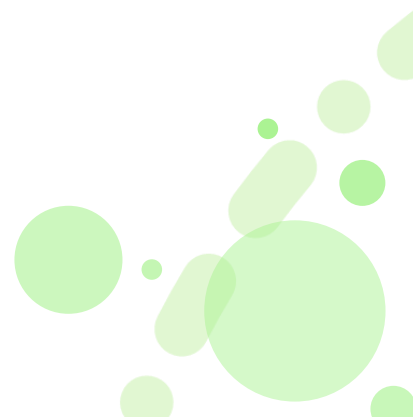
Choose answers based on how you would behave in a **work setting**.

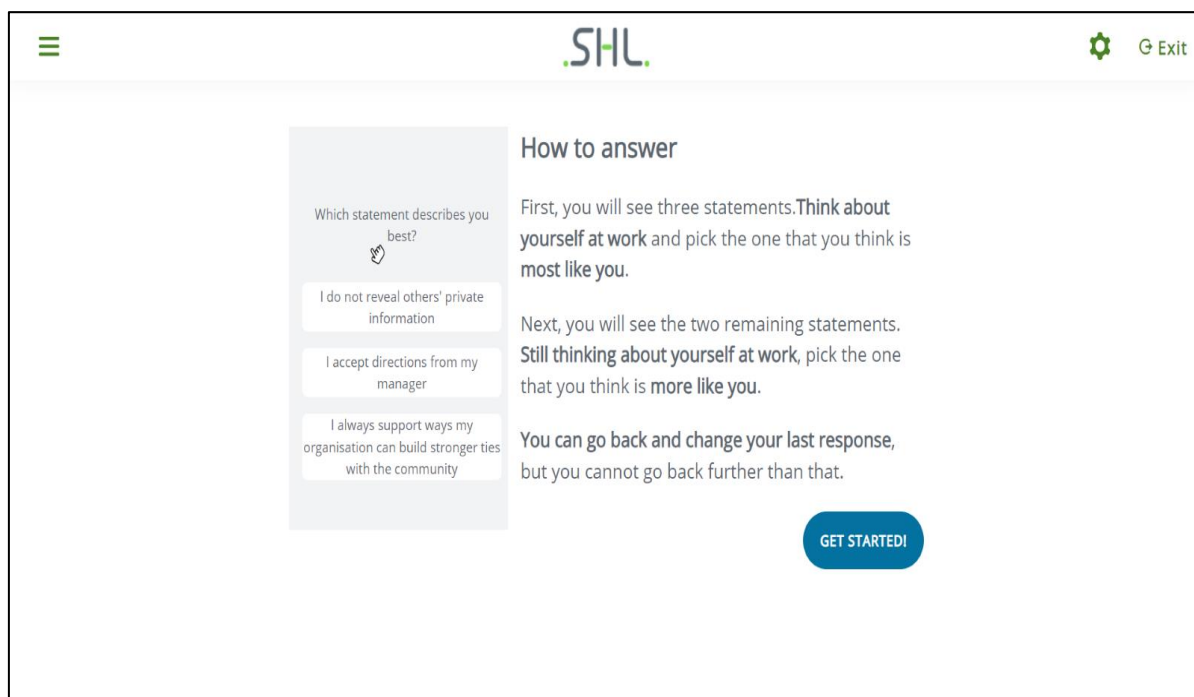
Statements about **Organizations** refer to any organizations you currently belong or have belonged to in the past (e.g., work, school, volunteer groups).

A **Manager** is anyone that has delegated tasks to you and could be a coach or teacher.

Not every statement will apply to you and your experience. **Rank those statement based on what describes you best.**

Next >





<b>Platform:</b>	<input checked="" type="checkbox"/>	TalentCentral™	<b>Availability:</b> 30 September 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

## Access Resume on Smart Interview Live Interface

### What is this feature?

This is a new capability that we are introducing for Smart Interview Live (SIL) on iAssess. The interviewers can now view and download the candidates' resumes on the Smart Interview Live interface, provided candidates have uploaded the resume/CV in the application form, during their registration process while attempting an assessment.

This feature helps the interviewers to refer to the resume while taking the interview without leaving the SIL interface. This feature removes all the operational issues while locating resumes/CVs during an interview.

### Why did we build this feature?

In a hiring setup an interviewer wishes to refer to candidates' details, like - skills and training, work experience, education, and work history. And a resume/CV is the source for that information. It is operationally difficult for an interviewer to keep a track of multiple resumes/CVs and locate them

during interviews. The access resume feature eliminates operational issues and makes an interview a smooth experience for an interviewer and for a recruiter.

### What is the customer impact of this feature?

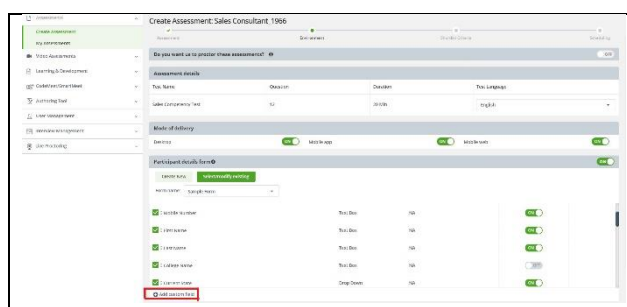
There will be no impact on existing or new customers. This is a customer/client level feature and can be enabled or disabled for a customer/client as needed. Existing customers can get this enabled by reaching out to their account managers. On enabling, the interviewers will be able to access the resume while doing an interview at Smart Interview Live's interface.

### What does this feature look like?

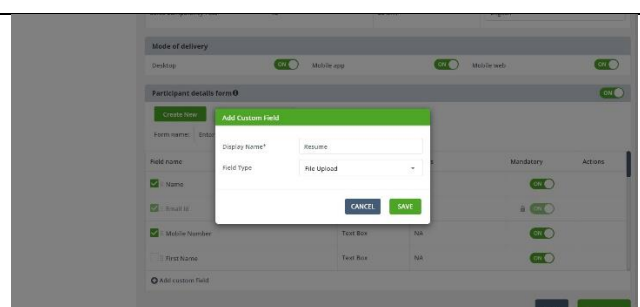
To enable 'Access Resume' feature, first, it needs to be activated at the client/company level.

## Admin Experience

To enable "Resume Upload" field for the candidates, an Admin user needs to create a **custom field** and keep **Resume** as a text string in the **participants details form** (under **Environment** section) while creating the assessment and click '**Save**'.



**Screen 1** – Under 'Environment' section > Participant Details Form > Click 'Add Custom field'



**Screen 2** – Name the custom field (keep Resume as a string) and Click Save

## Candidate Experience

The below screen shows how the 'Resume' field is shown to a candidate. The candidate can click on the upload icon and upload the resume file.

SHL

\* indicates mandatory fields.

**Personal Information**

Name \*

Email Id \*

Mobile Number \*

Degree Passing Year \*

Degree \* SELECT

Resume

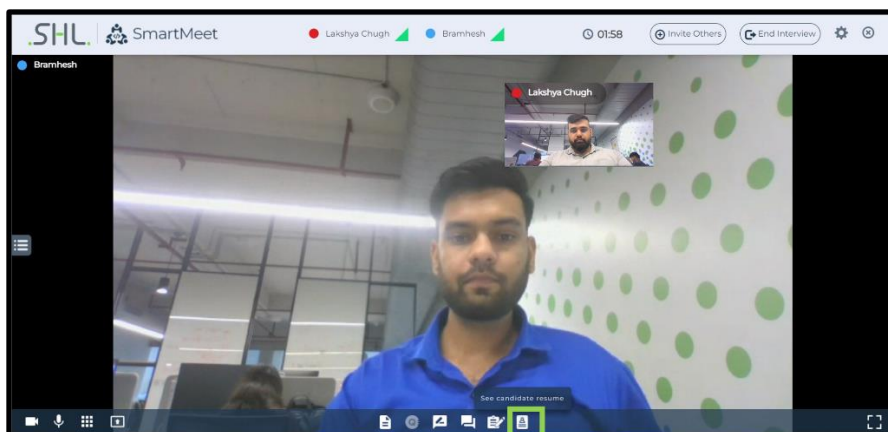
NO I agree to Terms and Conditions

CANCEL CONTINUE >



## Interviewer Experience

Once an interviewer starts an interview in Smart Interview Live, they can click on the **'see candidate resume'** icon and refer to the resume/CV. (Highlighted in green below)



When the interviewer clicks on the **'see candidate resume'** button

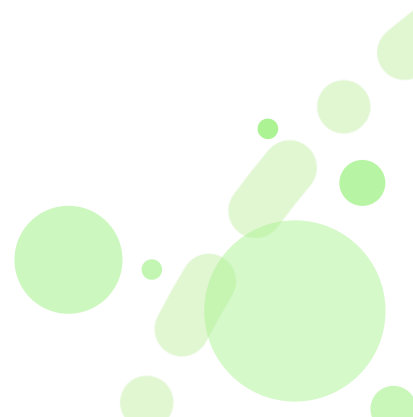
<p><b>Screen - When a resume is available</b></p>	<p><b>Screen - When a resume is not available</b> A message is shown – The given candidate's resume is not available</p>

## Notes

- The custom field in the participants' application form must have the "Resume" string in its name while creating.
- Interviewers can only view resumes with pdf format on the Smart Interview Live interface and the rest of the formats will be downloaded.
- This feature is available on all servers except CN server.
- It is available for one-to-one and panel interviews, but not available for group interviews (interviews having more than one candidate).
- It is available for Smart Interview Live, but not for Smart Interview Live Coding.

<p><b>Platform:</b></p>	<input type="checkbox"/>	<p>TalentCentral™</p>	<p><b>Availability:</b> 18 September 2022</p>
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<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights	
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps	



## Product Availability

### JFA

Product	Language
Entry Level Customer Service (Retail and Contact Center) 7.1 (Americas)	Brazilian Portuguese
Sales Professional 7.1 (Americas)	Brazilian Portuguese Canadian French English US Latin American Spanish
Professional + 7.1 (International)	Canadian French Finnish
Professional 7.1 (International)	Finnish
Entry Level Sales 7.1 (Americas)	Brazilian Portuguese

## Business Simulations (former VADC)

Product	Language
Legacie Venues Analysis Report	English International
Legacie Venues Group	English International
Stryve Written Analysis Report	English International
Stryve Analysis Presentation	English International
Hansen Analysis Presentation	English International
Hansen Written Analysis Report	English International
Wheelies Coaching exercise	French
Wheelies Analysis Presentation	French
Wheelies Written Analysis report	French

<b>Platform:</b>	<input checked="" type="checkbox"/>	TalentCentral™	<b>Availability:</b> 28 September 2022
<input type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

## Product Availability

### Skill test

Product	Language
Basic Analytical Ability - Concise	Danish Finnish Norwegian Polish Swedish
System Diagnostic	Danish Finnish Norwegian Swedish
Typing	Danish Finnish Norwegian Polish Swedish
Basic Analytical Ability - Full	Danish Finnish Norwegian Polish Swedish

## Personality

Product	Language
Personality - Full	Danish Finnish Norwegian Polish Swedish
Personality - Concise	Danish Finnish Norwegian Polish Swedish

<b>Platform:</b>	<input type="checkbox"/>	TalentCentral™	<b>Availability:</b> 28 September 2022
<input checked="" type="checkbox"/>	iAssess	<input type="checkbox"/>	Insights
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps

