

.SHL.



**SHL Verify  
Interactive:**  
Get ahead of  
the game

Talent in Innovation.  
Innovation in Talent.

# Business-relevant, mobile-first, tested and proven

**Cognitive ability is the most consistent predictor of job performance.**

Today's cognitive assessment tools benefit from technology advances such as computer-adaptive testing, mobile device delivery and sophisticated analytic algorithms.



# Verify with trust

Predict on-the-job performance with research-proven assessments of cognitive ability



## SHL Verify assessments

**Support early stage screening** in the recruitment process, providing upfront, objective insight on candidate potential for success.

**Improve predictive power** in combination with other types of assessment to create a holistic view of a candidate's potential.

**Deliver a performance-based assessment experience**, where candidates can demonstrate their abilities in business-relevant ways.



## SHL Verify Interactive assessments

Provide all the power and precision of SHL legacy Verify assessments, plus:

**Offer anywhere, anytime convenience** with delivery via multiple mobile device options.

**Resolve innate discrepancies** in test results among devices, to deliver comparable candidate results no matter which device is used.

**Engage candidates** with real world scenarios.

# Improving Candidate Selection

Select candidates in objective and predictive ways that minimize bias

Improve selection decisions by applying objective measures of cognitive ability. A wide body of research shows that cognitive ability is the most consistent predictor of job performance, especially where a role requires the ability to:

- Analyze data or information
- Make decisions and solve problems
- Interpret the meaning of information
- Develop objectives and strategies
- Establish high standards for quality and productivity

If the identified skills are valuable for the role at hand, a well-designed cognitive assessment strategy can help you:

- Identify the best candidates for open positions
- Guide you in developing your existing workforce
- Enable all employees – new hires and veterans alike – to reach their highest potential

Traditional cognitive ability tests often do not feel job-relevant, do not provide an engaging candidate experience, and cannot easily be customized to reflect your brand.

# Forget the games

Challenge candidates with performance-based assessments that reflect real-world tasks

Gamification – the concept of applying the actions and psychology of video games in other contexts – has been trending in recruiting.

But does it give you the best insight?

Do candidates appreciate it?

Does it select for the right people for the specific role and industry?

***Mostly not.***

SHL research shows that clients and candidates alike are rejecting heavily gamified tests. Candidates prefer engaging, interactive experiences that more closely mirror real-world business scenarios and enable them to showcase their skills.



# Get ahead of the game ...without the games

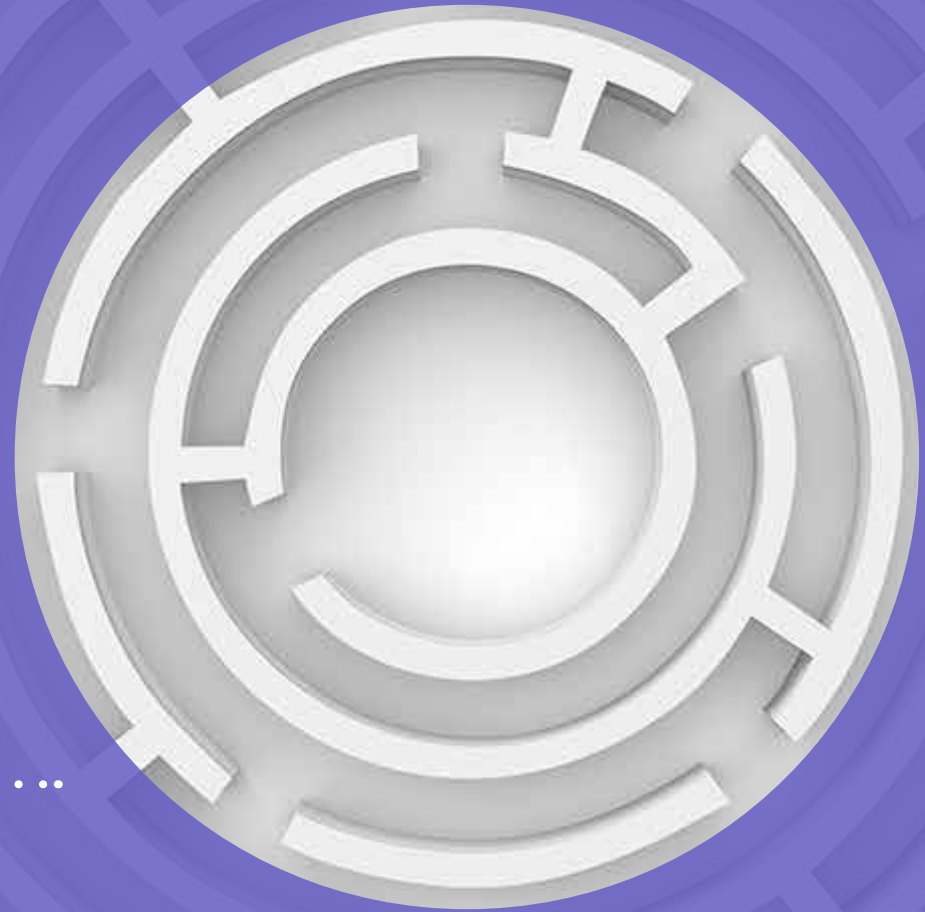
SHL Verify Interactive is an innovative cognitive ability assessment suite that enables you to:

- Reach more candidates and reduce time to hire
- Optimize the candidate experience
- Sift out poor performers early in the process
- Enhance your employer brand

Any test within the Verify suite can be used alone or together with other psychometric tests to assess candidates and determine how suitable they will be for open roles.







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**Allow your candidates to demonstrate their aptitude by performing real-world tasks such as manipulating data, solving problems, following instructions and organizing tasks in a busy workday.**

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# The latest science, with more convenience

Allow candidates to showcase their abilities from their device of choice, any time and anywhere

## *SHL Verify Interactive assessments*

**Designed** to assess candidates via an engaging and interactive experience

**Targeted** to uncover business-relevant cognitive abilities

**Built** to measure what matters

**Adaptive** to let high achievers shine

**Scored and benchmarked** with high predictive accuracy



## Mobile-first convenience

To attract top talent, start with the recruitment and hiring process. This

generation of candidates expects the same mobile convenience from recruitment experiences that they enjoy in every day tasks.

Given this important trend, organizations have been designing selection experiences that can be offered via a range of devices. **SHL Verify Interactive is designed for this reality.** Tests have been carefully designed and validated to achieve equivalence between mobile and non-mobile devices.



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**Verify Interactive assessments are not just accessible on a phone but designed for use on mobile phones. Candidates can tap, swipe, zoom, drag and drop, move up and down screens – all the things they expect to do on a smart phone.**

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# Fair and trusted results

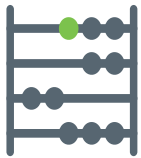
Gauge candidates' abilities in absolute terms



## Offer your best candidates a chance to truly shine.

Tests start at a common level of difficulty for all. A candidate's answer to a question determines the next question to be presented.

The goal is simple: efficiently and equitably assess a candidate pool that reflects a wide range of abilities.



## Scoring for high predictive accuracy

After a candidate completes an assessment, you receive a computer-generated score of the candidate's performance on that test or multiple tests that can be compared regardless of device type used.

The score benchmarks the candidate against a sample population, and differentiates between different styles of working. Considered together, these scores help identify the right candidate for the role and company culture.





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**Industry-leading cognitive assessments measure the intellectual competencies, abilities, behavioral styles and preferences that have been research-proven to drive business outcomes.**

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**Tailor your Verify assessments to your branding, colors and media – and optimize for specific business outcomes today and in the future.**

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# A closer look at the candidate experience

Traditional Verify assessments bring scientifically proven cognitive testing into the new age with computer-adaptive testing and analytics-driven scoring. The new Verify Interactive suite of assessments takes testing to the next level with activity-based design delivered via many devices, including smart phones.

**Verify Interactive Deductive Reasoning** measures candidate ability to draw logical conclusions

**Verify Interactive Inductive Reasoning** measures candidate ability to draw inferences

**Verify Interactive Numerical Ability Test** measures candidate ability to use appropriate mathematics in different situations

**Verify Interactive G+** leverages the strong relationship between abilities to measure three types—deductive reasoning, inductive reasoning and numerical ability—in one assessment of overall cognitive ability designed to reduce testing time



# The right test for the role

Select the test to meet the need, used alone or in combination with other assessments

There is no simple, formulaic approach for selecting “one best” assessment. Different types of assessments measure different attributes, each has advantages and trade-offs, and they are often best used in combination to create a well-rounded view of a candidate.

## What do you want to measure?

With SHL’s suite of assessment solutions, you have the flexibility to choose the test(s) that measure the most relevant skills required to perform the key tasks of the role today and in the future.





SHL exists to help you win. At a time of unprecedented change, we provide deep people insights to predict and drive performance. We understand and measure the things that make people successful at work. With 40+ years of talent expertise, cutting-edge assessment science, and more than 45 billion data points, we have an unparalleled view of the workforce.

**Find out how SHL can help you win.**



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Our world-class talent solutions empower leaders and their teams to make unbiased decisions throughout the employee journey. With 40+ years of talent expertise, cutting-edge assessment science and more than 45 billion data points, we have an unparalleled view of the workforce. SHL partners with organizations of all sizes – from start-ups to multinational firms – worldwide to deliver proven business results from people investments.