verify
test with confidence

> **Breakthrough**

Removing the risks of online testing

shl®
PEOPLE PERFORMANCE

The new approach

veri•i•fy

tr.v ver•i•fied, verifying, ver•i•fies
To make sure or demonstrate that (something) is true, accurate or justified; to determine or test the truth or accuracy of...; to regulate by conducting a parallel experiment or comparing with another standard; to determine or test the truth experiment or comparing with another standard, of scientific experiments.

Breakthrough

Removing the risks of online testing

Testing job applicants online today is full of risks and compromise.

SHL has removed these risks and provided a new solution for unsupervised online ability testing.

By:

- Protecting against the risks of cheating and security breaches

- Defending the integrity of online testing by partnering with independent security and data forensic experts

- Utilising randomised test technology to create the most powerful online ability tests available today

- Pioneering breakthrough psychometrics which scientifically verify the integrity of unsupervised online test results

- Developing cutting-edge technology to support the science

SHL Verify™ achieves what other online assessment tools have been promising for a long time – fast, cost-effective and accurate ability tests, created specifically for online unsupervised environments that enable better quality hiring decisions.

SHL Verify is the only way to test job applicants online with confidence.

Ability Testing

Making the difference between a good or bad hire

It is a proven, scientific fact that ability testing is the single most effective method of predicting job success.

By using an effective ability test in an appropriate way during the recruitment process, you can measure the underlying performance potential of an applicant, to gain unique information that ensures you make the right hiring decision.

Ability testing also saves time and money by speeding up the hiring process by identifying applicants that are most likely to succeed. This in turn provides a positive perception to applicants as they feel that their abilities are being assessed in an objective and fair way.

Ability testing is an inexpensive recruitment tool, yet it is a critical one. With only a small investment, the returns are substantial, delivering employers a key piece of information that could make the difference between a good or bad hire. And when an incorrect hiring decision can cost up to five times an individual's salary, ability tests during the hiring process make for a low risk, small investment that delivers results.

❯ The online reality of today

Unsupervised online testing is not the way of the future; it is the reality of today.

With HR departments increasingly under the spotlight, the pressure is on to deliver efficient and effective processes which demonstrate return on investment.

This is one reason why so many Human Resource Directors have introduced unsupervised online applicant testing, including ability tests and personality questionnaires.

Managing the risks

Testing job applicants online can deliver real value by identifying high calibre talent with efficiency and accuracy. But done poorly it can cause damage to your brand and your reputation.

Many possible risks such as cheating and test security pose severe threats to the integrity of online testing and therefore the defensibility of hiring decisions.

In turn, this can undermine the recruitment process and expose the organisation to legal risk.

❯ SHL Verify is a new online unsupervised testing solution. Through breakthrough innovations in technology and psychology, SHL Verify delivers all the benefits of online testing without compromising on rigour, precision and reliability.

The risks of unsupervised online testing

We all understand and appreciate that the Internet has transformed the way we work today. For HR, managing the testing process has never been easier –unsupervised online testing means candidates can be reached and tested, wherever they are in the world, efficiently and cost-effectively.

There are many significant benefits that online testing provides over and above traditional test delivery methods, such as process automation, effective and efficient screening, consistency and applicant experience.

However, alongside the benefits there are risks that most unsupervised online testing solutions fail to overcome.

Psychometric Integrity Risks

Is the underlying science right? Are the tests suitable for online delivery? Are the tests well-constructed, equivalent, accurate and appropriate? Are they cheat and fake resistant? What security and protection methods are in place?

Technology Risks

Does your online test supplier have a high-availability, resilient infrastructure with the connectivity, concurrency, scalability and reliability to handle peak loads? Have the issues of firewalls and bandwidth been dealt with? Is the test secure? Can candidates view and practice the test without your knowledge?

Reputational Risks

Will your online test provider reinforce your employer brand and provide a positive online experience to candidates? Will it provide confidence that the technology is secure and the process is fair? Will you be known for using quality assessments that guard against cheating? Will internal stakeholders understand how assessments are related to business need? Will report outputs make sense and be relevant?

Legal Risks

Is a clear assessment policy in place? Does the policy address online integrity and cheating? How is the policy communicated to candidates? Can you prove the assessments are appropriate for the business need and meet employment law?

> Now for the first time in the industry, these risks have been overcome. SHL has re-written the rules and provided a new approach to online testing with SHL Verify.

Introducing SHL Verify

The new and superior approach to online testing.

The SHL Verify™ approach is a complete testing solution which includes a unique combination of ability tests, security measures and Better Practice Guidelines designed specifically for online testing.

Better Practice

Better Practice has been developed by SHL to help practitioners overcome the risks of unsupervised online testing. SHL's Better Practice provides a pragmatic approach to unsupervised online testing and enables practitioners to minimise risk without excessive cost or process.
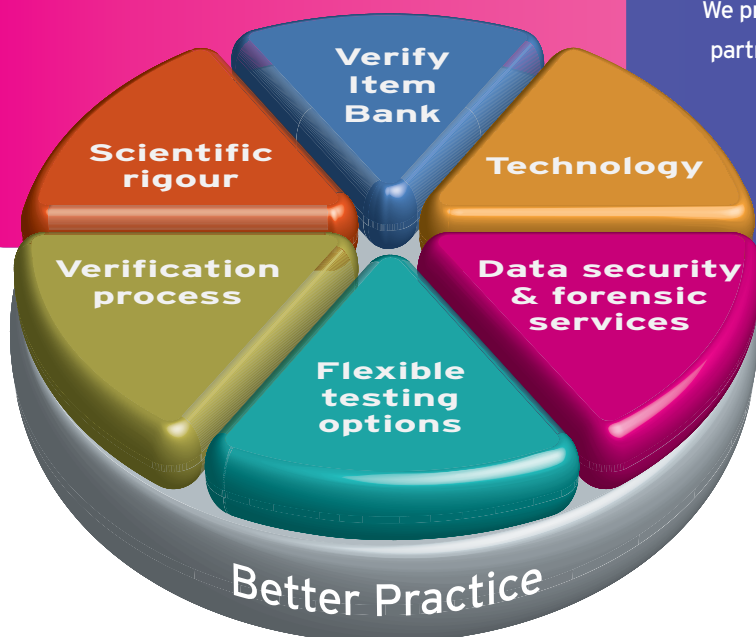
Verify Item Bank

The Verify Item Bank generates unique online ability tests for every applicant. This improves security of content, prevents test content being shared and reduces the risks of cheating.

Technology

SHL has developed cutting-edge technology to support the science behind SHL Verify. Highly sophisticated randomised test generation builds on the pioneering technology behind SHL's Ability Screening Online (ASO). The SHL Verify range of online ability tests are timed and delivered using Flash player applets downloaded onto the PC hard drive. Every test is controlled and timed by the PC, removing reliance on the web connection and eliminating problems associated with different Internet connection speeds or dropouts.

Data security and forensic services

We protect the security and integrity of Verify tests through our partnership with Caveon, leaders in the provision of online data protection and forensics. This in turn gives you peace of mind that your data and testing process is secure and fair.

Verify Item Bank

Scientific rigour

Technology

Verification process

Data security & forensic services

Flexible testing options

Better Practice

Flexible testing options

SHL Verify tests are as powerful as traditional offline tests and can be used at any stage of the hiring process. The tests can be delivered through a variety of means, including 3rd party workflow vendor integration, outsourced via SHL Bureau or through your own SHL online assessment platform.

Verification process

Following the powerful, online Verify Ability Test, a short, optional Verification Test is provided. Built as part of the package and delivered at no extra cost, the Verification Test quickly confirms the integrity of the results gained from the unsupervised online test. This verification process is based on breakthrough innovations in psychometrics that verify candidate performance quickly, simply and scientifically.

Scientific rigour

SHL Verify ability tests have been created to meet the most rigorous standards, and deliver one of the most powerful online ability tests available today. With real world validation evidence, SHL Verify is proven in the prediction of job performance.

Developed with direct input from blue-chip organisations around the world, SHL Verify delivers a faster, simpler online experience, whilst delivering the rigour and reliability that you would expect from SHL and demanded by respected blue-chip brands.

Online Testing with SHL Verify

For the first time, SHL has created unsupervised online tests that are as powerful and reliable as traditional offline tests.

SHL Verify is a unique two stage testing process that allows employers to make confident hiring decisions using unsupervised online ability tests.

Stage one builds on the first-to-market, unsupervised test technology behind SHL's Ability Screening Online.

The second stage is the unique Verification Test - a short follow up test that checks the integrity of the results gained from the first test.

STEP 1 – Verify Ability Test

- Efficient enough for screening and rigorous enough for selection

- Designed specifically as an unsupervised online ability test

- Available across a range of reasoning tests

- Applicable for use with team leaders to senior managers from a range of industry sectors

- Online ability tests are randomly generated from the Verify Item Bank ensuring all test takers complete a unique test

- Test takers can complete the test remotely at their own convenience

- Simple report output provides the information to compare the performance of applicants and decide whether to progress further

STEP 2 – Verification Test

- Short follow up online test given to shortlisted candidates when they arrive for interview or assessment centre

- Identifies how consistent performance has been across the two test stages

- Verification Report shows whether the result of the first test has been 'Verified' or 'Not Verified' – no need for a lengthy re-test

- Practical guidance steps are provided with the report to advise on what to do next if there is concern with a 'Not Verified' score

" The way you have overcome the security issues definitely makes online ability testing more attractive. "
SHL international customer research, 2006

" This is smart. It is an innovative solution that solves the big online testing problems. "
SHL international customer research, 2006

SHL Verify surpasses all other testing solutions

Overcoming the risks to set a new benchmark in online testing

SHL Verify is the next generation in online testing.

The unique combination of the components underpinning SHL Verify means it can deliver what no other assessment system can.

✔ Built on a basis of good, defensible science.
✔ Delivered by well-designed, robust technology.
✔ Protected by sophisticated, industry-first security.

By overcoming the risks that other assessment systems cannot, it provides benefits above and beyond all other testing methods – online or offline.

This means the integrity of the process is safe and the process is viewed as relevant and fair, resulting in a more effective process and better hiring decisions.

Realise the true benefits of online testing

Delivering value for employers without compromise

Result: Better Decisions

✔ SHL Verify mitigates the risks of cheating, identity and security breaches, so decisions are based on more reliable data.

✔ By using a rigorous test with superior psychometric properties, performance potential can be predicted more accurately and confidently.

Result: Time Savings

✔ Using the SHL Verify Ability Test early in the hiring process, means poor performers can be screened out early, allowing time and resource to be focused on only the best candidates.

✔ By identifying the best talent earlier and progressing them faster, the length of the hiring process is reduced.

✔ SHL Verify ability tests are faster than traditional tests, with less administrative hassle.

Result: Cost Benefits

✔ Reduce the cost of hire by screening out unsuitable candidates early.

✔ In the long term, costs are saved through better hiring decisions which reduce turnover and improve performance.

Result: Practical Ease

✔ Can plug into 3rd party Application Service Providers for high-volume recruitment scenarios.

✔ Requires little administrative effort, results can be accessed faster and there is no need for question booklets or materials.

Result: Candidate Care

✔ Allow applicants to complete their testing when it is convenient for them – accessible 24 hours, every day.

✔ Highly convenient, speedy and modern process that provides a positive applicant experience and reinforces a positive employer brand.

From all angles – time, cost, practicality, defensibility, security, integrity, technology and candidate care – SHL Verify delivers confidence. With SHL Verify, employers can now realise the true benefits of online testing without compromise.

Why SHL products deliver results & confidence

Over 5,500 organisations around the world choose
SHL products because they deliver a business edge.

Scientific excellence

SHL has been at the forefront of design and innovation
in objective assessment in the workplace for over 25
years. As market leaders, we have a portfolio of over
250 products which are built on a foundation of rigour,
robustness, validation and best practice.

Commercial edge

As a publicly-listed company, we are uniquely positioned
to understand the commercial drivers of our clients.
SHL products have been developed through close
collaboration with HR practitioners who understand
what is needed for businesses to succeed in today's
market place. So, while our products have their
foundation in science, they are designed specifically for
business, with business needs and results in mind.

Tangible returns

We recognise that delivering tangible benefits for
our clients is critical. The results of our work are
measurable in tangible ways - reduced recruitment
costs, faster time-to-hire, improved performance,
reduced staff turnover and the creation of motivated
and capable workforces.

International coverage

We operate in 40 countries and in 30 languages.
Our products are adjusted to take into account cultural
differences, so you can be sure of consistency on a
global scale. This international network gives us a
global perspective and gives you support from local
people who understand your business needs.

Relentless innovation

We continue to invest in research and development
to push the boundaries of thought leadership, meaning
that we not only promote thought leadership, but we
direct it. We use advanced technology to deliver our
products in ways that save you time and money.

If you'd like to find out more about SHL
Verify or any of our products and services,
we'd be delighted to hear from you.

Please contact your local SHL office
or visit www.shl.com to arrange a
product demonstration with one
of our consultants.

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