



SHL Group Ltd

The right people in the right place at the right time

We provide **Answers** ...



How can I plan for **change** in my organisation?

How do I recognise potential and **develop** my people?

How do I ensure my staff are safe & **reliable**?

How can I maximise **engagement** in my team?

How do I ensure I have the **right people** in the **right place**, now and in future?

How do I identify our future **leaders**?

How do I **reduce** absenteeism?

How do I ensure employees are **motivated** & fit with the culture?

How do I **increase** sales effectiveness?

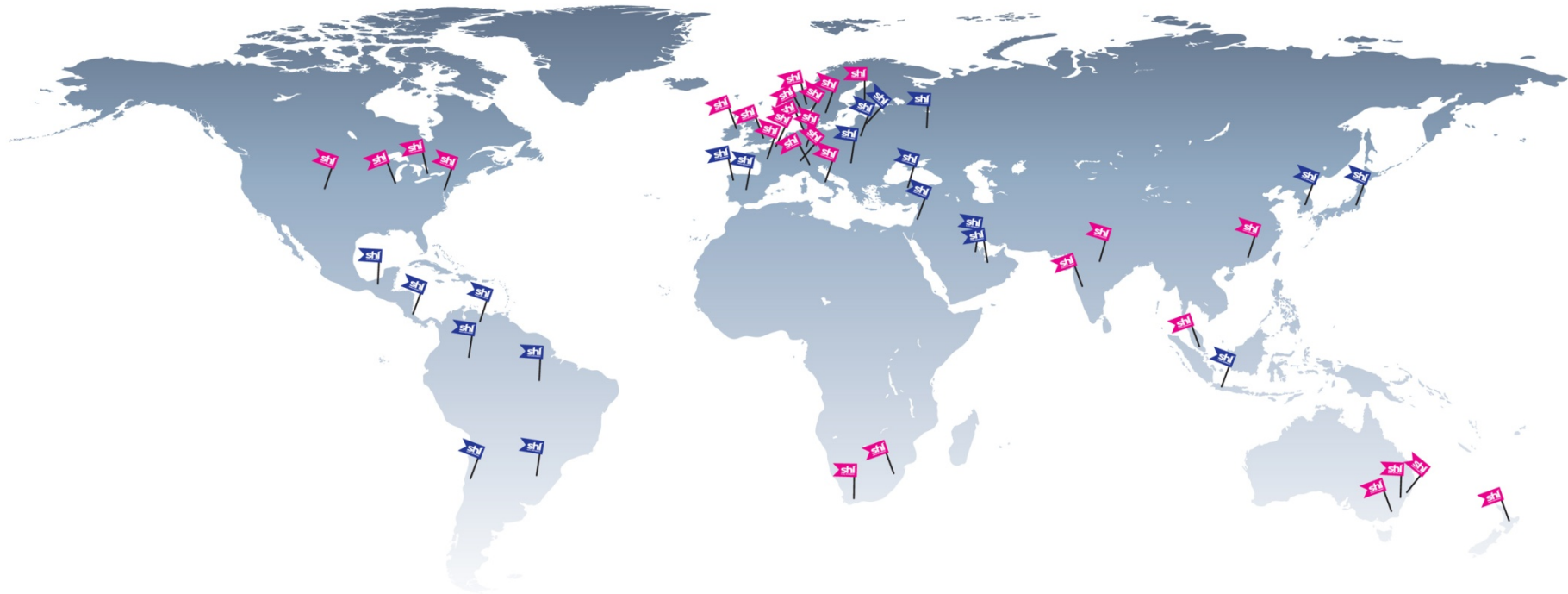
How can I **retain** the staff I need?

We support your ability to make the best possible people decisions

... for World Class companies



We do this on a **Global** scale



- Global Partner & Distributor network of more than 2,500
- Assessments available in more than 30 languages
- Worldwide 24x5 multilingual client support
- World class technology infrastructure and support framework

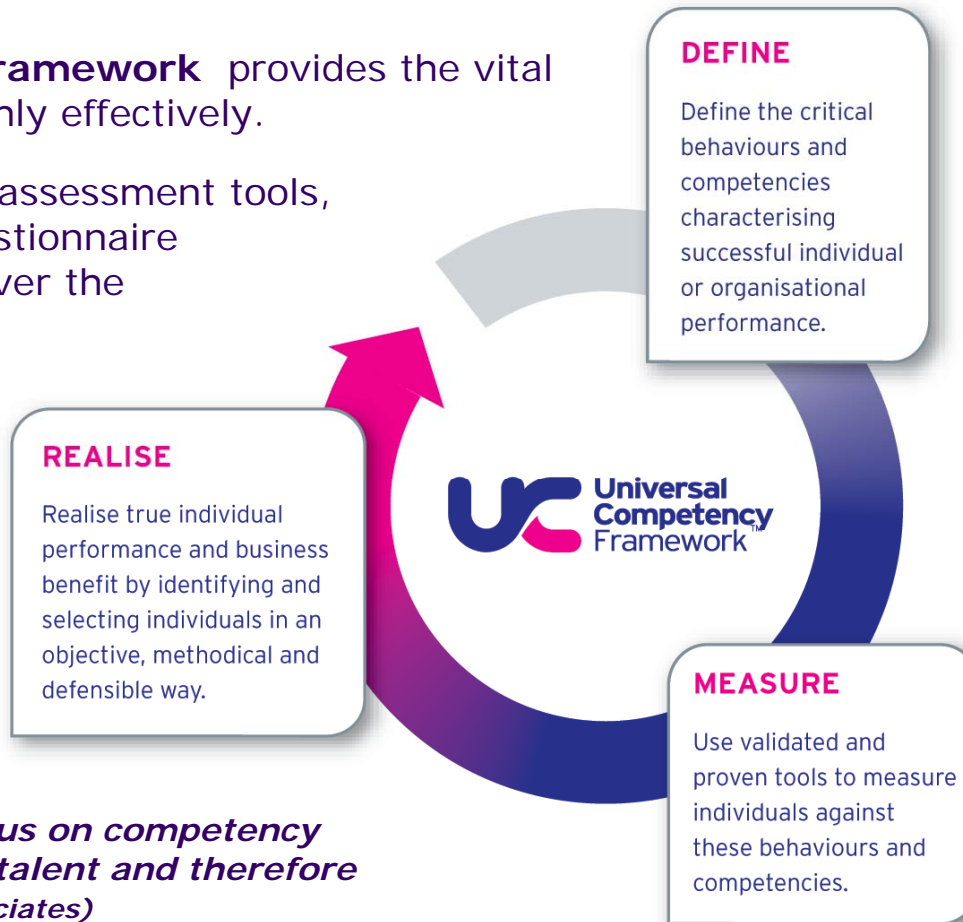
Our solutions are **Objective** ...



Understanding and realising quality individual and team performance, hinges on defining and objectively measuring behaviours and competencies.

The **SHL Universal Competency Framework** provides the vital common language to enable this highly effectively.

Our world leading portfolio of online assessment tools, including the OPQ32 personality questionnaire and Verify range of ability tests, deliver the highest quality measurement.



“Organisations with a world class focus on competency management, greatly improve their talent and therefore their business results.” (Bersin & Associates)

... and are **embedded** in your processes



Successful hires increased by 50% at Krispy Kreme

Successful graduates increased by 73% for Orange

Employee retention increased by 10% at Servisair

SWIFT's time to hire reduced by 3 weeks

Coca Cola can now clearly identify talent from internal pools for key Marketing roles

Employees 3 times more client-focused & 4 times more reliable at Vodafone

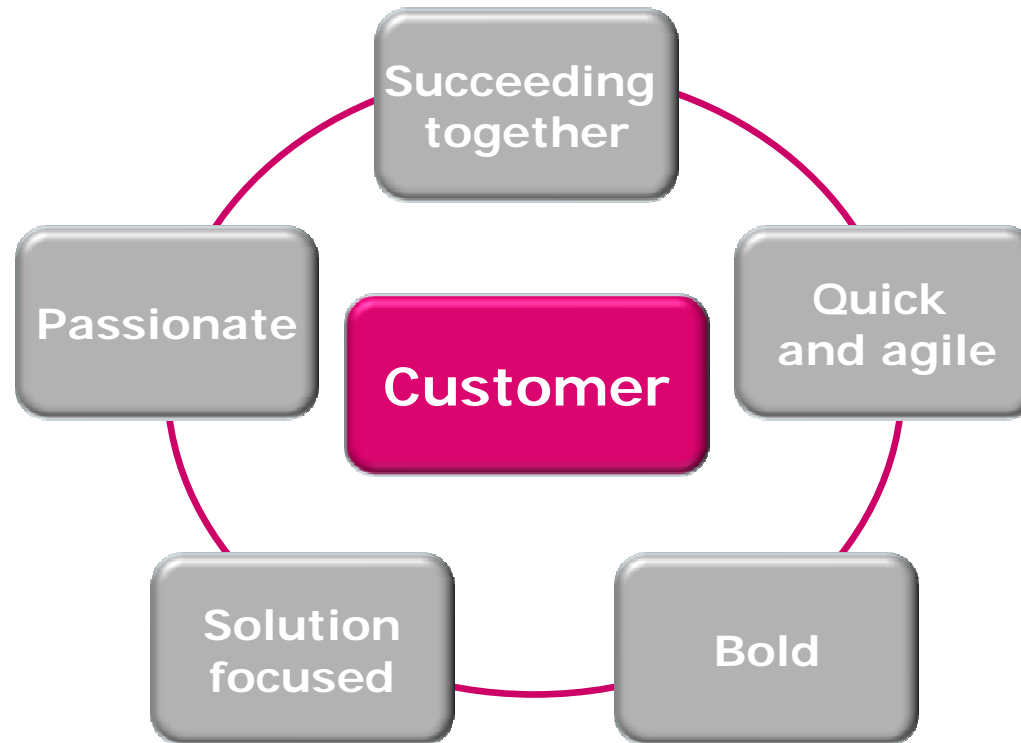
Fujitsu now identifying and developing own talent, saving money & management time

\$5.8 million in additional car sales per year for a major US automotive business



Strategic change in the way employee development now managed at Danone

We put **Customers** first



Everything we do is driven by putting the **customer first**, and by all of us - the people we work with, our customers and our partners - **succeeding together** through **quick and agile** decision making that is **solution focused**, is **bold** and shows how **passionate** we are about what we do.

This has made us a **World Leader**



We have assessed more than 5 million people in over 160 countries in the last 12 months

We work with 10,000 customers around the world each year

More than 60% of the Fortune Global 500 rely on us:

- 80% of Technology companies
- 80% of Food and Beverage companies
- 70% of Financial Services companies

More than 80% of the FTSE 100 rely on us, including every Telecommunications company



We have a team of more than 600 exceptional individuals worldwide, including 200 occupational psychologists

Our customers work with us for more than three years

Working with SHL is **easy**



Solutions Consulting

Working with you to **create solutions**

Solution Delivery

Assessment
Outsourcing

Let us manage your assessment and development projects and processes

Training and
Self-Service

Manage your own assessment and development projects and processes with SHL solutions

Integration

Integrate SHL assessments with your existing and future **HR technology** and processes



Helping you have the **right people** in the **right place** at the **right time**

We work with you to create solutions

Competency framework design

Recruitment process design

People development programmes

Leadership & succession programmes

Restructuring & redeployment solutions



Quality outsourcing



Let us manage assessment for you

We manage your online or face to face assessment project requirements

No time consuming administration or upfront investment

Extensive range of assessments available for all levels

All processing handled by us on a payment per assessment basis

Reports available for you to download within of assessment completion

Over 200 psychologists delivering engagements



face to face

Training and self service



You take control

Become self sufficient with our comprehensive range of training:

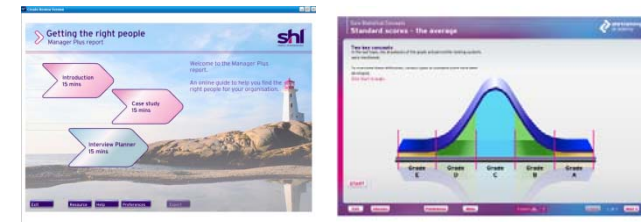
- Product focused for expert use
- Line manager training
- Skill based
- SHL online assessment system usage

Have direct access to **SHL On Demand**, our state of the art online assessment system:

- Self-service project set-up and administration
- User friendly, fast and convenient
- Available 24 hours a day, 7 days a week
- Capacity for high volume projects
- Most extensive range of languages
- High security data storage

With flexible delivery to suit you:

- Open session or in-company
- Blended e-learning & face to face
- Complete e-learning modules



World class product portfolio



- Screening & sifting questionnaires, including the Dependability & Safety Instrument (DSI)
- The OPQ32 family of personality questionnaires
- Extensive range of ability tests, including 'Verify'
- Management & other simulation exercises
- 360° competency assessment
- Motivation & engagement



▶ SHL Global Locations

SHL provides workplace talent assessment solutions - including ability and personality tests, and psychometric assessments in more than 50 countries and in 30 languages.



Find your local contact:

Argentina [▶](#)

[▶ People performance solutions](#)

Business Solutions

▶ Finding the right people

The right people in the right place at the right time are key to solving many business issues. With more than 30 years' experience of psychometric assessment, we are a global leader in people performance solutions. Find out more:

Select a business solution

Succession Planning [▶](#)

Join SHL at the
European Congress of Psychology

In the Spotlight

▶ What does the future hold for Britain's workers-in-waiting?

As technology enables more flexible working styles, there is increasingly less of a requirement for a physical office. However, does that mean less personal interaction? In this webchat Eugene Burke, business psychologist at SHL, discusses how technology will affect the future working lives of today's young generation.

[View the webchat now](#)

Assessment support for candidates



The screenshot shows the SHL website interface. At the top left is the SHL logo. To its right is a button that says "Try a new test". Below this is a language selection area with a pink arrow pointing right that says "Multiple Languages Available", followed by a "Select Language" dropdown menu and a "Go" button. A navigation bar contains links for "Home", "FAQ", and "About SHL". The main content area has a dark blue header with the text "Prepare yourself" and a background image of pencils. Below this, there are three columns of content: "Example questions" with a description and a test icon; "Practice tests" with a description and a test icon; and "Assessment advice" with a description and an information icon. At the bottom, a footer bar contains the website URL, privacy/terms links, and copyright information.

shl
PEOPLE PERFORMANCE

Try a new test

shl
PEOPLE PERFORMANCE

Multiple Languages Available ▶ Select Language Go

Home FAQ About SHL

Prepare yourself

With 30 years of experience helping employers to hire and develop the right people through ability and personality assessment, SHL has created this site to help you be prepared. This site offers the opportunity to practise the type of tests and questionnaires used everyday by leading employers.

Example questions

Take a look at a number of examples explaining how to prepare for the tests.

Practice tests

Prepare yourself by practising tests available in different languages.

Assessment advice

Get advice on assessment techniques.

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www.shldirect.com can be viewed in 21 languages

Technical support



SHL provides its assessment services via a world class technology infrastructure and support framework.

- Designed to operate 24 hours a day, every day, with minimum maintenance downtime
- Extremely high physical and process security for customer data
- System architecture design to ensure maximum reliability
- Robust disaster recovery mechanisms to ensure business continuity
- Scalability to handle extraordinary system usage peaks
- Global service helpdesk with enterprise level incident and resolution management

Availability Target: 99.8% system availability
(excluding scheduled maintenance/upgrades)

Performance - Target average time for online score provision: 5 seconds
- Target average time for report generation: 100 seconds

63% of FORTUNE 500 Financial Institutions



Rabobank

Santander



SMFG SUMITOMO MITSUI FINANCIAL GROUP



And 22 of the top Insurance Companies

