

The SHL Verify™ Range of Ability Tests

Verbal, Numerical and Inductive Reasoning

Online testing with confidence



A new and superior approach to online unsupervised testing. SHL Verify is the only way to test job applicants online with confidence.

Benefits of testing with SHL Verify

Testing job applicants online can deliver value by identifying high-calibre talent quickly, efficiently and accurately.

In addition, SHL Verify:

- ✓ Protects against the risks of cheating and security breaches.
- ✓ Defends the integrity of online testing by partnering with independent security and data forensic experts.
- ✓ Utilises randomised test technology to create the most powerful online ability tests available today.
- ✓ Pioneers breakthrough psychometrics to scientifically verify the integrity of unsupervised online test results.

SHL Verify delivers tangible results

Time and cost savings

- ✓ Using SHL Verify early in the hiring process means poor performers can be screened out earlier, reducing the length and cost of hire and allowing resources to be focused on best candidates.
- ✓ SHL Verify tests are faster than traditional tests, so reducing administrative costs.
- ✓ In the long term, costs are saved through better quality hiring decisions, which reduce staff turnover and improve performance.

Better decisions

- ✓ By removing the risks of cheating, identity and security breaches, hiring decisions are based on reliable data.
- ✓ As a rigorous test with superior test properties, performance potential can be predicted more accurately.

Practical ease

- ✓ Can plug into third party Application Service Providers for high-volume recruitment scenarios.
- ✓ Requires little administrative effort.
- ✓ Results can be accessed faster with no need for paper-based materials.

Candidate care

- ✓ Applicants can complete their testing when convenient for them – tests are accessible 24 hours a day, every day.
- ✓ Speedy and modern process that reinforces a positive employer brand.

What is SHL Verify?

Developed with direct input from experienced test users around the world, Verify is a new and superior approach to online ability testing.

SHL Verify is a complete solution that includes a unique combination of tests, security measures and a scientific verification process to allow employers to test job applicants online securely and effectively, in less time and with less hassle.

The seven core components of SHL Verify



SHL *Better Practice* for online testing

Better Practice provides a pragmatic and straightforward set of steps to enable test users to reap the benefits of online ability testing. We have developed *Better Practice* to help HR practitioners understand and overcome the risks around online assessment. Please go to www.shl.com/betterpractice for more information.

Technology

SHL has developed cutting-edge technology to support the science behind SHL Verify. Features include highly sophisticated randomised test generation and timed tests delivered using Flash player applets. SHL's technology is relied on by blue-chip organisations worldwide to deliver tens of thousands of assessments daily.

Verify Item Bank

The Verify Item Bank generates a unique online Verify Ability Test for every applicant. This approach improves the security of content by defending against piracy and preventing test content being shared, reducing the risk of cheating by applicants.

Verification process

Following the 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 test. This verification process is based on breakthrough innovations in psychometrics, verifying candidate performance quickly, simply and scientifically. A verification report provides a simple 'Verified' or 'Not Verified' result. If a 'Not Verified' result arises, guidance on possible reasons for the inconsistency and suggestions for next steps are provided.

Data security and forensic services

We protect the security and integrity of Verify tests through our partnership with Caveon Test Security, the industry leader in using innovative data forensic solutions to protect online test programs from test fraud. This gives you peace of mind that your data and testing processes are secure and fair.

Flexible testing options

SHL Verify tests are as powerful as traditional offline tests. They can be used at any stage of the hiring process or employment cycle, and they are applicable for use throughout the organisation, from operational roles to senior management. The tests can be delivered through integrating with third party workflow vendors, outsourced via SHL Bureau or delivered through your own SHL online assessment platform.

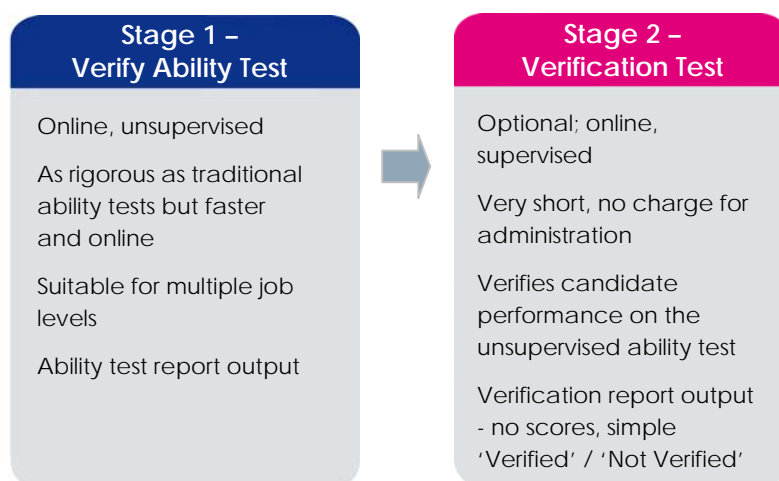
Scientific rigour

SHL Verify tests have been purpose built for the Internet and, as you would expect from SHL, the tests have been designed to the most rigorous standards. These tests are among the most powerful psychometric tests ever created – as rigorous as traditional offline tests and supported by real world validation evidence.

How SHL Verify works

The SHL Verify tests are delivered through a packaged, two-stage process. This includes the SHL Verify Ability Test, a powerful online ability test, which can then be followed by a short, optional Verification Test.

The process is designed to verify the performance of short-listed applicants who have completed the first test in online, unsupervised conditions.



Unique features of SHL Verify

Verification process	Quick, scientific confirmation of the integrity of unsupervised online test results.
Suitable for a range of job levels	Suitable for use throughout the organisation, from operational through to senior management roles.
Multiple languages	Available in different languages, enabling consistency across global organisations.
Purpose-built and proven	Purpose-built for online delivery, with proven validity and job relevance.
Psychometric rigour	SHL Verify ability tests are among the most powerful psychometric tests ever created – as rigorous as traditional offline tests.
Secure and protected content	The combination of the Verify Item Bank, system security and partnership with independent security and forensic services experts Caveon, mean that SHL Verify test content is secure and protected.
Randomised test generation	The Verify Item Bank creates unique online tests for every candidate, improving security and reducing the risk of cheating.
Flexible delivery options	Verify Ability Tests can be delivered through 3 rd party workflow vendors, outsourced to SHL Bureau Services or delivered through your own online SHL assessment system.

What does the Verify Range Measure?

The Verify Range of Ability Tests currently comprises three individual measures of reasoning; Verbal, Numerical and Inductive Reasoning. The three tests can be administered either separately or in any combination, driven by the behaviours to be assessed.

Numerical

Verify Numerical Reasoning is designed to measure a candidate's ability to make correct decisions or inferences from numerical or statistical data. The test is intended to measure the ability to work with numerical data in a realistic workplace context.

Verbal

Verify Verbal Reasoning is designed to measure a candidate's ability to evaluate the logic of various kinds of argument as presented in written form. The test measures the ability to determine the support for conclusions drawn using content that typifies a variety of work settings.

Inductive

Verify Inductive Reasoning is designed to test a candidate's ability to draw inferences and understand the relationships between various concepts independent of acquired knowledge.

Technical details

Test length (Note: test lengths vary based on job level)	Verify Ability Tests <ul style="list-style-type: none"> ▪ Verbal: 17-19 minutes ▪ Numerical: 17-25 minutes ▪ Inductive Reasoning: 25 minutes Verification Tests <ul style="list-style-type: none"> ▪ Verbal: 11 minutes ▪ Numerical: 14-15 minutes ▪ Inductive Reasoning: 7 minutes
Comparison groups available	Comparison groups for each test are available across the following industry sectors: <ul style="list-style-type: none"> ▪ Banking, Finance and Professional Services ▪ Retail, Hospitality and Leisure ▪ Engineering, Science & Technology ▪ Public Sector / Government ▪ General Population

Job levels

SHL Verify tests are suitable for a range of jobs, grouped into the following levels:

Graduate	University degree or postgraduate qualification required. For example, graduate or MBA recruitment programmes.	Considerable preparation is required in terms of training and knowledge to be competent.	Available for Verbal, Numerical and Inductive tests.
Manager	A mix of graduates and non-graduates with lowest educational level being a high school degree, A-level or baccalaureate qualification.	Likely to be experienced and qualified hires with knowledge and skills acquired through training or education programmes.	
Supervisor: Junior Manager Senior Customer Contact	People with a secondary certificate of education, though may contain some people with higher qualifications.	Primarily front-line supervisory staff, though may also be entrants to junior manager programmes where a graduate degree is not required.	Available for Verbal and Numerical tests only.
Operational: Junior Customer Contact Administrator	Likely to be people with low or no formal educational qualifications, or holders of lower level vocational qualifications.	Operational and front-line roles where some preparation or training is required.	

To see example Verbal, Numerical or Inductive Reasoning test questions, please go to www.shldirect.com

For more information contact:

SHL Client Support
 SHL, The Pavilion, 1 Atwell Place, Thames Ditton, Surrey KT7 ONE
 Telephone 0870 070 8000 Email info.uk@shlgroup.com
www.shl.com