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Valerie partners with SHL's clients to design and execute of both pre- and post-hire initiatives, leveraging best practice and industry knowledge in job analysis and validation, interview program design and implementation, and custom virtual learning design and delivery.

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The premise behind this interview is that the best predictor of future behaviour is past and present behaviour. Therefore, this type of interview will seek to gather evidence of the behaviours you have demonstrated in various situations in the past. The process will focus on particular competencies that are deemed to be relevant to the role.

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Competency profiling cards are also available to help in identifying essential or desirable competencies. Please note that the Interview Guide and Competency Profiling Cards are available in a limited range of languages. For more information contact your SHL representative.

Competency 1 2 3 4 5 Important for
Success?

~~OPQ Universal Competency Report – SHL~~

SHL Numerical Test In this SHL

Numerical Test guide you'll find practice tests, coaching videos & 5 Essential Tips for success. The SHL numerical test is the most common form of numerical testing in modern recruitment. If you have to take a numerical test as part of a job application, it's probably the SHL numerical test.

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Summary The SHL Universal Competency Framework (UCF) presents a state-of-the-art perspective on competencies and underpins all of SHL's products and services. The framework incorporates a model of performance at work that defines the relationships between competency potential, competency requirements and competencies themselves.

~~White Paper – The SHL Universal
Competency Framework~~

How to Use this Guide For each of the competencies chosen from the Customer Contact model, areas of potential strength and areas that need probing are given as a series of bullet points. Also provided is a comprehensive series of example questions and associated prompts that are likely to provide useful information about

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each competence area.

~~CCSQ – SHL Hungary Kft.~~

With insight gained from our vast experience of reviewing, enhancing and designing competency frameworks, we help organisations ensure their behavioural

~~Building and Embedding Competency Frameworks – SHL~~

Here is how to best use SHL OPQ and Ability Tests in a Selection Process: 1. Identify the job requirements. Identify early on in the recruitment and selection process which skills, behaviours and attributes are critical to the job. This will enable you to pinpoint the crucial information you wish to attain from the SHL OPQ and/or Ability Tests.

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An interview guide, which provides potential questions relating to each competency, is also available if required. Please contact Iain.Bennett@shl.com should you require a copy.

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