

The SHL Verify™ Range of Ability Tests

Online testing with confidence

A 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:

- 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.
- Protects against the risks of cheating and security breaches.
- Provides a global solution in 25 languages.
- 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 the best candidates.
- SHL Verify tests are faster than traditional tests, and therefore results can be delivered quicker.
- Costs are saved through better quality hiring decisions, which reduce staff turnover and improve performance.

Better decisions

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

Practical ease

- Can integrate into third party talent management application suites for high-volume recruitment programmes.
- Requires minimal administrative resource.
- 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.
- Quick 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 offers a 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, quickly and easily.

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.

The six core components of SHL Verify



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 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 programmes 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 have been designed to the most rigorous standards. They 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.

Stage 1 – Verify Ability Test

Online, unsupervised
As rigorous as traditional ability tests but faster and online
Suitable for multiple job levels
Ability test report output

Stage 2 – Verification Test

Optional; online, supervised
Very short, no charge for administration
Verifies candidate performance on the unsupervised ability test
Verification report output - no scores, simple 'Verified' / 'Not Verified'

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 3rd party workflow vendors, outsourced to SHL Bureau Services or delivered through your own online SHL assessment system.

The Verify Range

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.

Checking

The Verify Checking test is designed to measure a candidate's ability to compare information quickly and accurately which is critical to ensuring the quality of work.

Calculation

The Verify Calculation test is designed to measure a candidate's ability to add, subtract, divide and multiply numbers quickly and accurately, which is critical to many workplace tasks involving calculations and estimation, as well as auditing and checking the numerical work of others.

Technical details

Test length (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 • Checking: 4-5 minutes • Calculation: 10 minutes 	Verification Tests <ul style="list-style-type: none"> • 11 minutes • 14-15 minutes • 7 minutes • 4-5 minutes • 5 minutes
Comparison groups available (availability depends on test type)	Comparison groups 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 	
Language availability	For a complete overview of language availability, please contact your SHL account manager or SHL Client Support.	

Job levels

SHL Verify tests are suitable for a range of jobs, from graduate and managerial level to administrator roles. The table below shows which job levels are covered by the different Verify test types:

	Verbal	Numerical	Inductive	Checking	Calculation
Graduate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Manager & Professional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Supervisory					
Junior Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Senior Customer Contact	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
Operational					
Junior Customer Contact	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
Administrator	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>

* Including semi skilled population

For further information regarding the
SHL Verify range of ability tests, please speak to your
SHL account manager or go to www.shl.com/verify

