

LexisNexis® Screening Solutions – Employee Assessments

Save time and money by quickly focusing on the best candidates

Face-to-face interviews provide unique insight about a candidate. But it takes a lot of time and money to arrive at that point in the hiring process, only to realize a candidate is not a good fit.

LexisNexis® Screening Solutions offers industry leading assessment tools that gather critical insights earlier in the hiring process to help you focus on the best candidates, quicker and more efficiently than ever before.

Easily manage all your background screening information needs from one location—LexisNexis® Screening Solutions.

When it comes to boosting employee retention rates, increasing employee performance and productivity and enhancing customer satisfaction, no single tool is more effective than employee assessments. LexisNexis® offers powerful assessment tools from SHL Group, the leading global provider of behavioral, ability and motivation assessment solutions, to help you lower the costs of HR processes and quickly identify the best people to support your long-term success.

Build a better candidate pool—faster.

SHL's multi-lingual portfolio of assessments are objective, fully-validated and legally defensible. They are uniquely designed to measure the risk of an applicant as it relates to their reliability, customer service skills and ability to follow instructions—all of which have an impact on their ability to be safety conscious and compliant in the working environment.

In addition, SHL's robust assessment tools provide:

- Screening out “poor fit” candidates and screening in “good fit” candidates earlier in the hiring process.
- Hiring candidates whose approach to work aligns with your internal policies.
- Integrating our assessments into existing applicant tracking systems, background screening and drug testing programs.

Quickly focus on the “best fit” candidates faster with our robust assessment services, which are uniquely designed to help you with:

- **Sifting and shortlisting:** SHL’s solutions can quickly screen out up to 30 percent of candidates whose responses do not align with your internal goals and policies.
- **Selection:** SHL’s validated assessments efficiently identify candidates who have the abilities and behaviors required to be successful in a role. Optional “Interview Guides” on the back of the assessment can also help focus the interview on areas where there may be more risk.

Examples of two SHL products:

SHL’s Dependability and Safety Instrument (DSI)

The Dependability and Safety Instrument is designed to identify employees who will be safe, productive and reliable. It delivers a short, powerful online questionnaire that takes between five to eight minutes to complete. It is gender, age and ethnicity friendly, is neutral to education and can quickly and accurately identify highly reliable and dependable candidates. Hiring managers simply receive a single, easily interpreted score. The DSI measures the likelihood that a candidate will:

- Have good attendance records
- Be customer focused
- Take safety seriously
- Check their work thoroughly
- Handle stressful situations well
- Handle conflict effectively

SHL Person-Job Match

SHL Person-Job Match is a fast-track tool to help reduce employee turnover and improve productivity by quickly, cost-effectively matching the right person for the job—the first time. This promotes increased employee satisfaction, which supports the long-term success of your organization.



Through a simple and structured method, the SHL Person-Job Match process can be easily integrated into every recruitment process—no matter how big or small—to deliver a higher-quality candidate shortlist, ensuring you are only interviewing the best-fit candidates.

About SHL Group Limited

SHL Group, the global leader in talent assessment solutions in the workplace, supports organizations in the selection and development of people at all levels and across all sectors. Operating in more than 50 countries and in more than 30 languages, SHL offers the world’s largest portfolio of assessment tools and delivers innovative approaches to help organizations increase productivity, identify future leaders and gain a competitive advantage through improved people performance. In the year to 30 June 2009, SHL delivered over five million online assessments. SHL works with thousands of organizations worldwide, including 80% of the FTSE 100 and 60% of the Fortune 500. For more information, please visit www.shl.com.

About LexisNexis®

LexisNexis® is a leading global provider of content-enabled workflow solutions designed specifically for professionals in the legal, risk management, corporate, government, law enforcement, accounting, and academic markets. LexisNexis originally pioneered online information with its Lexis® and Nexis® services. A member of Reed Elsevier, LexisNexis serves customers in more than 100 countries with more than 18,000 employees worldwide.

About LexisNexis® Risk Solutions

LexisNexis® Risk Solutions is the leader in providing essential information that helps advance industry and society. Building on the legacy of proven LexisNexis® services from the past 30 years, our cutting-edge technology, unique data and advanced scoring analytics provide total solutions that address evolving client needs in the risk sector while upholding high standards of security and privacy. LexisNexis Risk Solutions serves commercial organizations and government agencies and is comprised of several affiliated corporations, each offering premier customer-focused solutions. For more information, visit risk.lexisnexis.com.

For More Information

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