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people's behaviors at work &
if they can succeed in role.

Universal Competency
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behaviours that are

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instrumental in the delivery of desired results' (Bartram et al, 2002). In the context of business they are

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candidates' potential for
success.

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relationships between
competency potential,
competency requirements and
competencies themselves.

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experience was extremely
positive - I was kept
informed of what to expect
in terms of next steps
throughout each stage
(telephone interview,
assessment, and in-person

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Questions allow us to gather
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By offering a wide range of perspectives, 360 feedback gives employees a more thorough understanding of not only their strengths, weaknesses, and development

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opportunities, but also their impact on others. 360-degree multi-rater assessments are based on SHL's Universal Competency Framework ("UCF"), using our proven library of research-driven competencies to

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professionals and business managers with relevant and accurate information to make fast and well-informed people decisions.

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