

Best Practices for AI in Talent Assessments

The use of Artificial Intelligence (AI) in Human Resources has rapidly increased, with up to 88% of organizations implementing AI to achieve more efficient people decisions (Mercer, 2019)

SHL's Best Practices are focused on key recommendations for organizations to successfully navigate the complex and evolving landscape of AI in talent assessment.



Identify Data Requirements

Consider data minimization, quality, diversity, and security.



Prioritize Transparency

Develop transparent AI - no "black box" algorithms.



Design for Fairness

Build fairness into the assessment from the beginning.



Rigorously Validate

Hold AI assessments to a high standard regarding validity evidence.



Incorporate Human Oversight

No AI assessment should make decisions without human oversight.



Disclose Intent

Notify when AI is being used and explain how it works.

Don't be left behind on this new technical frontier!
Use our Best Practices to harness the power of AI

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