



Global Skills Assessment (GSA)

Assessment Fact Sheet

Overview	The Global Skills Assessment (GSA) is designed to measure the 96 universal skills, as identified within SHL's Universal Competency Framework (UCF). The UCF is a structured and evidence-based competency framework that provides a rational, consistent, and practical basis for understanding people's behavior at work and their likelihood of success. The most detailed level of the UCF consists of SHL's universal skills taxonomy. The Global Skills Assessment measures each of these 96 skills, providing a comprehensive understanding of workplace behavior.	
	Job Level	All
	Job Family/Tree	All
Details	Platform	TalentCentral TalentCentral+
	Average Testing Time	15 minutes
	Number of Questions	76 (triplets)
	Designed for Unproctored Environment	Yes
	Question Format	Forced Choice
Knowledge, Skills, Abilities, and Competencies Measured	The GSA is a versatile assessment, measuring all 96 skills in the Skills Taxonomy of the UCF in only 15 minutes. It is used in all 8.0 Job Focused Assessments (JFAs) and, although scores for all skills are generated, only a subset of scales is reported. These are usually scales for skills identified as important through job analysis.	
	The GSA measures universal skills, or patterns of workplace behavior relevant to different job roles. The GSA can help organizations:	
	<ul style="list-style-type: none">Identify the applicants with behavioral skills already suited to job rolesIdentify incumbent strengths and growth areasRedeploy talent across the business	
	The GSA is not available by itself for stand-alone off the shelf use, but is available in JFAs, for use with the Skills Development Report, and for use with a custom report. Reports for the GSA are designed to ensure that results can be meaningfully interpreted and understood in business contexts. The reports are designed for use in business by managers, trained HR professionals, or participants and provide:	
	<ul style="list-style-type: none">Targeted, user-friendly and professional formatsClear, concise language with easy-to-understand graphical summariesInsightful information to use across multiple contexts	

The 96 skills measured by the GSA are categorized under the Great 8 Factors (referred to as "Skill Domains") of the UCF.

The Great 8 Factors are listed below, along with example skills from each Factor. A full list of all 96 skills can be obtained from an SHL representative upon request.

Factor 1: Leading and Deciding

- *Example Skills:* Makes Quick Decisions, Makes Difficult Decisions, Defines Roles and Responsibilities, Motivates and Empowers Others

Factor 2: Supporting and Co-operating

- *Example Skills:* Understands Others, Encourages Diversity, Acts Ethically, Earns Trust

Factor 3: Interacting and Presenting

- *Example Skills:* Builds Rapport, Develops Cross-Functional Awareness, Develops Compelling Positions, Manages Political Situations

Factor 4: Analysing and Interpreting

- *Example Skills:* Understands Written Information, Applies Functional Expertise, Operates Job-Related Technology, Analyses Information

Factor 5: Creating and Conceptualising

- *Example Skills:* Learns Quickly, Generates New Ideas, Considers Strategic Vision, Drives Improvement

Factor 6: Organising and Executing

- *Example Skills:* Sets Objectives, Maintains Documentation, Works to High Quality Standards, Attends to Multiple Tasks

Factor 7: Adapting and Coping

- *Example Skills:* Adapts to Change, Copes with Uncertainty, Thrives Under Pressure, Copes with Setbacks and Criticisms

Factor 8: Enterprising and Performing

- *Example Skills:* Strives to Achieve, Works Autonomously, Uses Resources Efficiently, Monitors Markets and Competitors