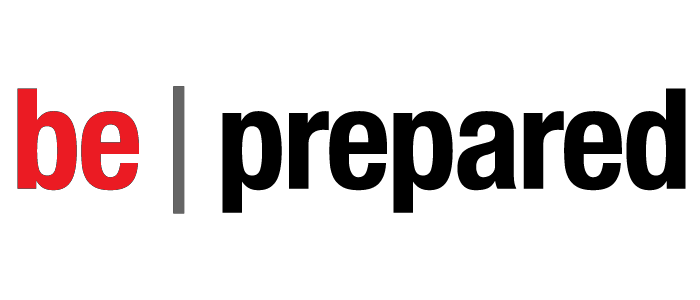
**How to Prepare for the SHRM-CP/SHRM-SCP Exam with the SHRM Learning System**



**Presenters: Elizabeth Moore, SHRM-SCP**

Director, Program Development

**Dr. Ed Sherbert, SHRM-SCP**

President, Sherbert & Associates

**October 5, 2016**

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**4** Steps to Success



**1. Review** Certification



Value & Requirements

**2. Identify** a Preparation

Program to Increase

Success

**3. Define** a Solid Study

Plan

**4. Prepare** for the Exam

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Step **1**: **Review** Value and Requirements



Demonstrates to employers an HR professional has current and relevant skills and competencies



Provides a universal standard that is recognized around the globe

Delivers an opportunity to

learn practical skills and competencies to impact your job immediately

Validates proficiency as a business leader by testing knowledge and how you use that knowledge

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SHRM-CP and SHRM-SCP Credentials



 Two levels



 Managed by SHRM

Certification

Commission



 Supported by

world’s largest HR

organization

 Over 96,000 current

SHRM-CPs and

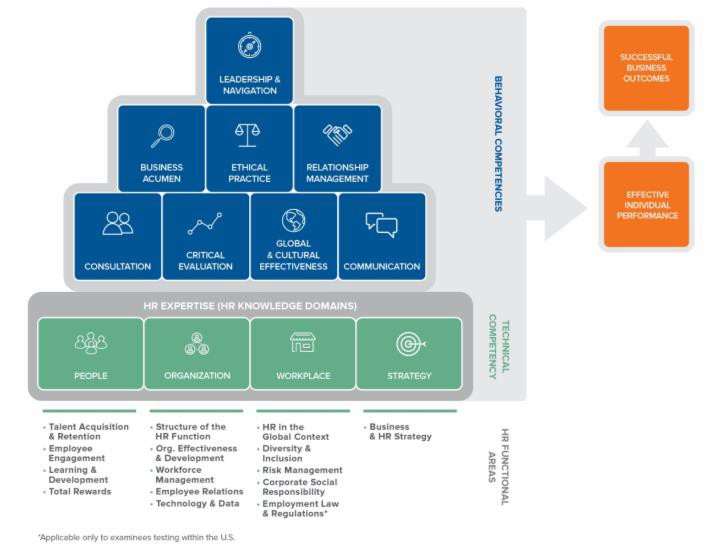
SHRM-SCPs

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2

SHRM Body of Competency & Knowledge

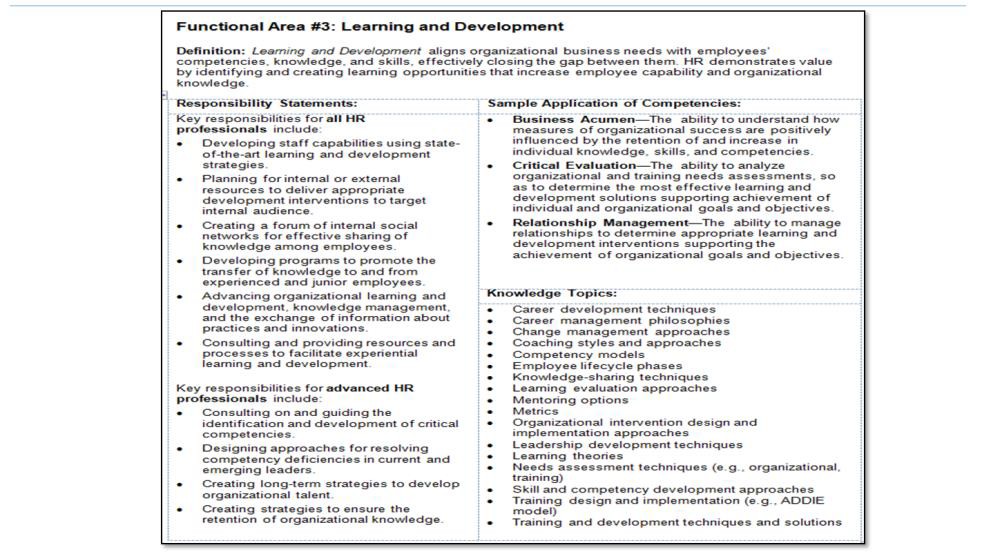
(SHRM BoCK™)



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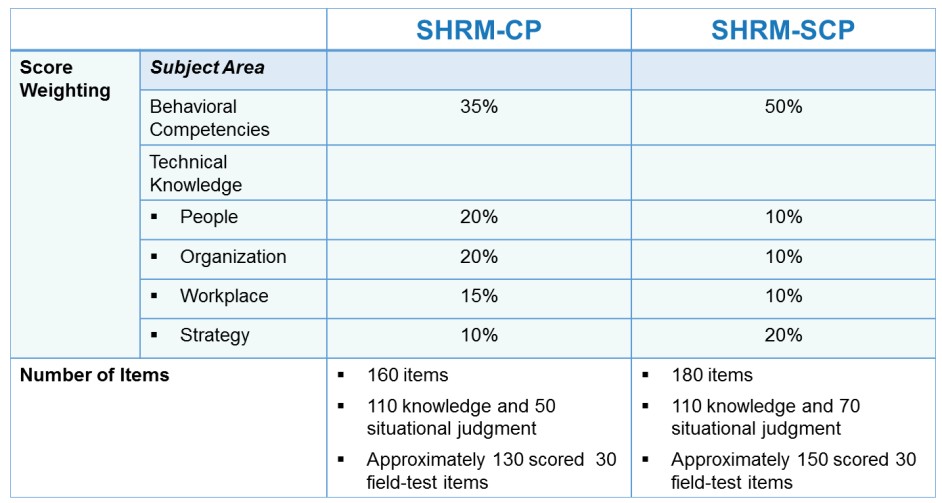
Sample BoCK Excerpt

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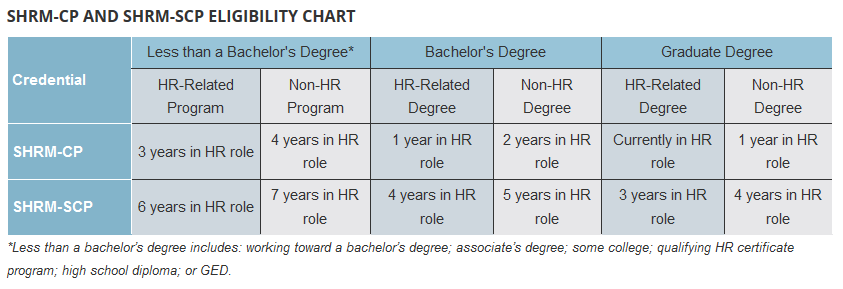
3

SHRM BoCK Score Weightings



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Eligibility Requirements



The SHRM certification program recognizes the **value of formal HR education**,

makes certification **accessible to professionals** with less-than-full-time work arrangements,

and provides a **pathway from SHRM-CP to SHRM-SCP**.

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**EXAM FORMAT AND LENGTH**

 Computer-based testing (CBT)

 160–180 questions (knowledge-based items and situational judgment test

items)

 3 hours and 40 minutes in length



**CERTIFICATION CYCLE**

All certifications are valid for three years.

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Step **2**: Identify a Program to Increase Success



**Right content**

**Solid learning and reinforcement tools**

**Meets learning style and learning preferences**

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**2016 SHRM Learning System**

 Based on the SHRM BoCK tested on SHRM-CP and SHRM-SCP exams

 Comprehensive learning modules



 Interactive online media resources with over

1,500 practice questions

 Designed for adult

learners

 Proven system

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Incorporates the SHRM BoCK



**SHRM BoCK**

**Exam**

**Content SHRM Learning**

**System for**

**SHRM-CP &**

**SHRM-SCP**

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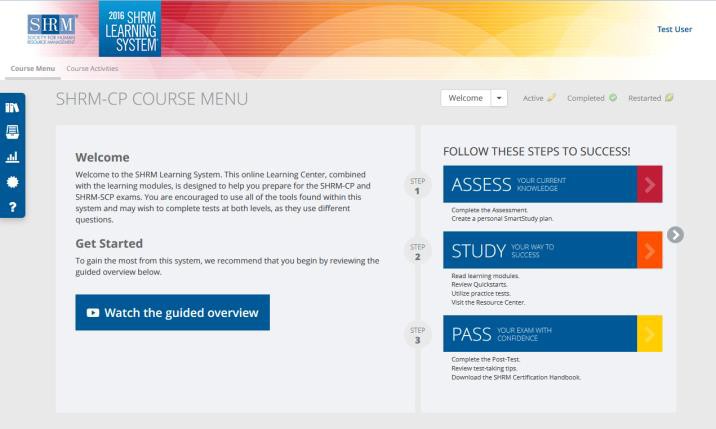
Reinforce Your Learning



• Choose SHRM-CP or SHRM-SCP study path–

*encouraged* to use both

TOOLBAR



 Resource Center

 Glossary

 Reports

 Certificate

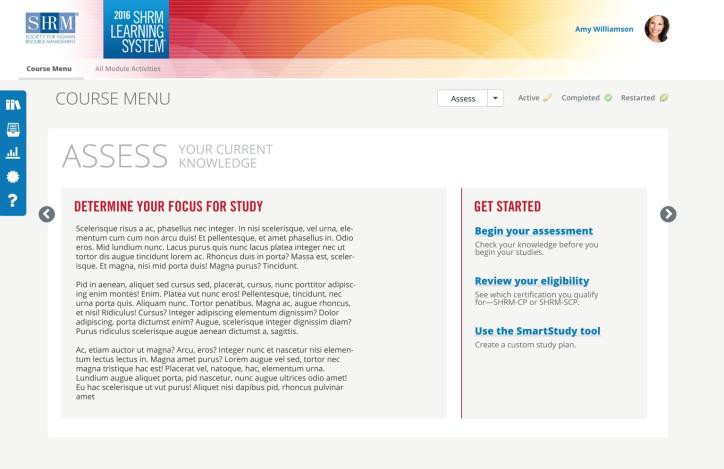
 Help

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Assess Your Knowledge



 Assessment



 Eligibility

 SmartStudy

Tool

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Study Your Way to Success

 Quickstarts

 Knowledge

Tests

 Situational

Judgment Tests

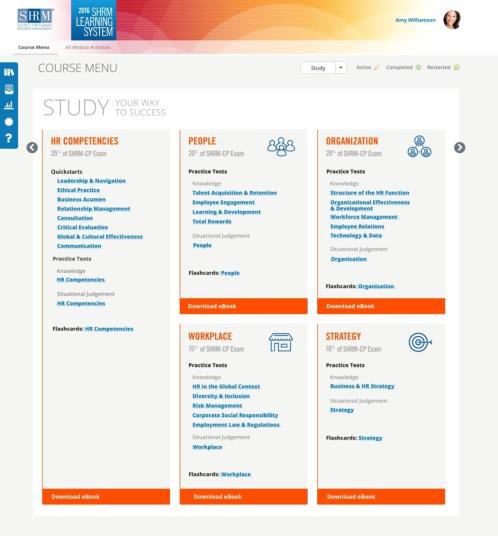
 Flashcards

 Download

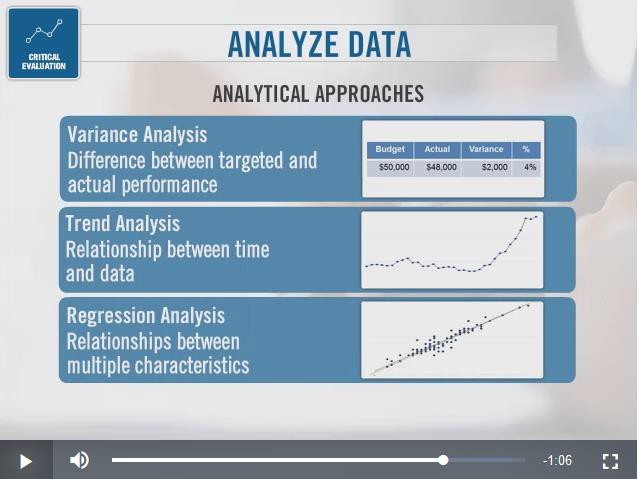
eBook

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Reinforce Learning Styles



**Quickstarts** are



high-level overview

videos that cover

the 8 behavioral

competencies.

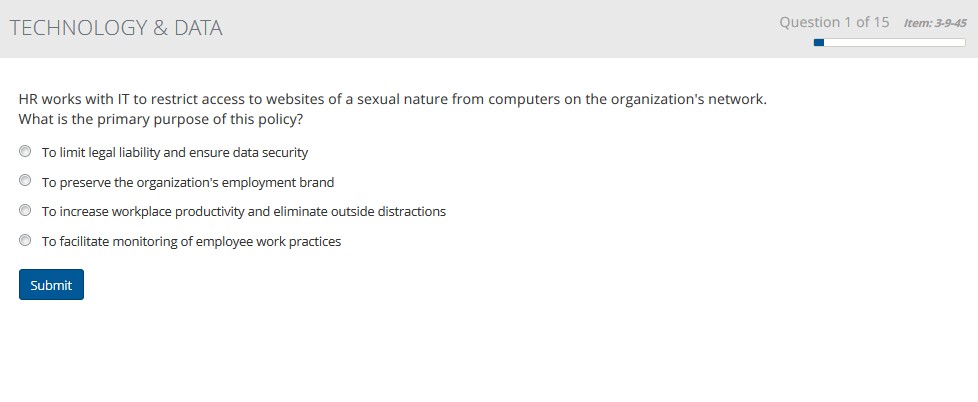
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Knowledge Question Example



Knowledge tests are multiple choice and test understanding of factual information.

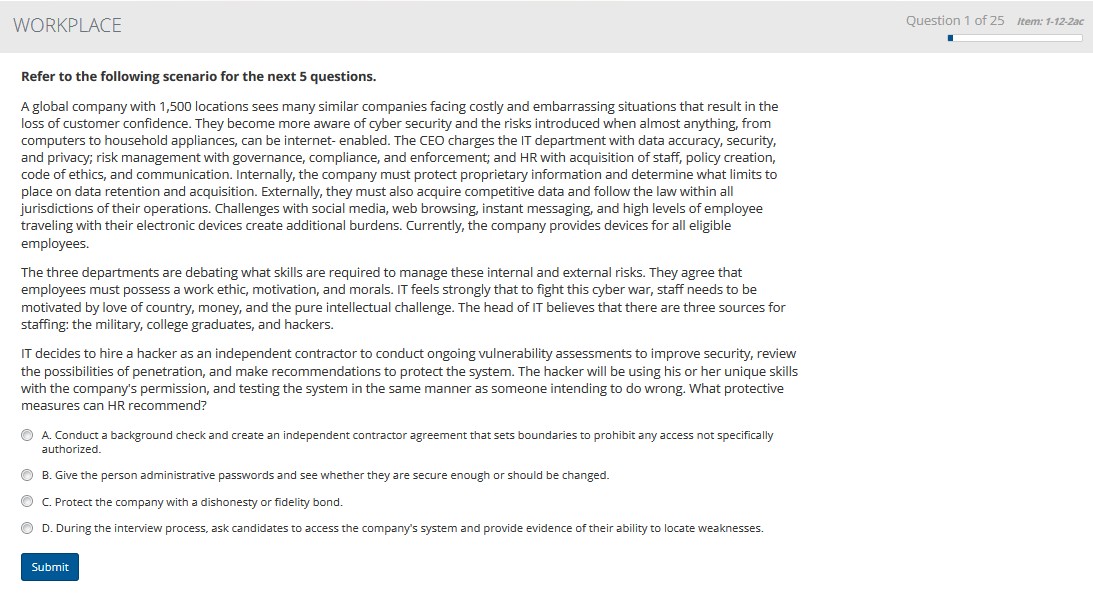
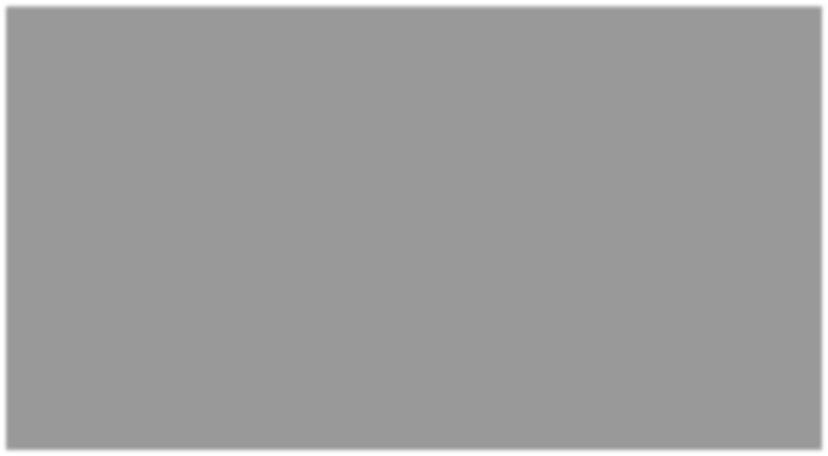


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Situational Judgment Question Example



The situational judgment tests assess judgment and decision making skills.



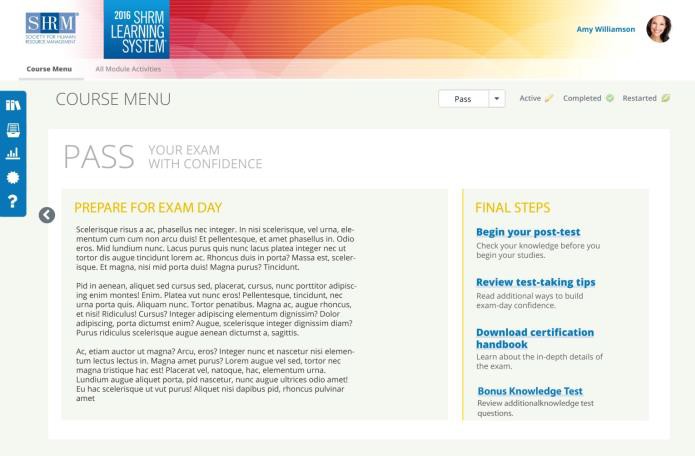
Full credit is awarded for selecting the preferred answer and partial credit for selecting the

acceptable answer. Zero credit is awarded for an incorrect answer selection.

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 Post-Test



 Certification

Handbook

 Test taking Tips

Webcast

 Bonus

Knowledge Test

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Post-Test

 Timer

 Strike-through

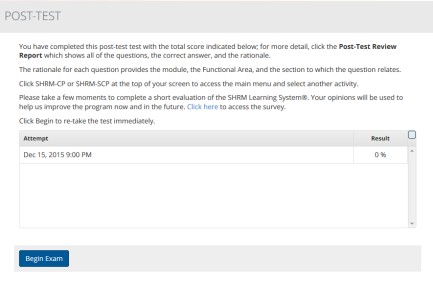
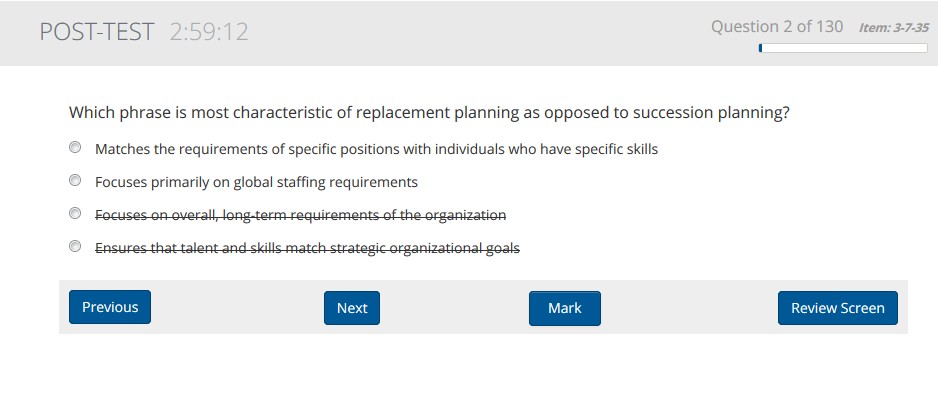
 Mark / Review

 See all answers/rationales

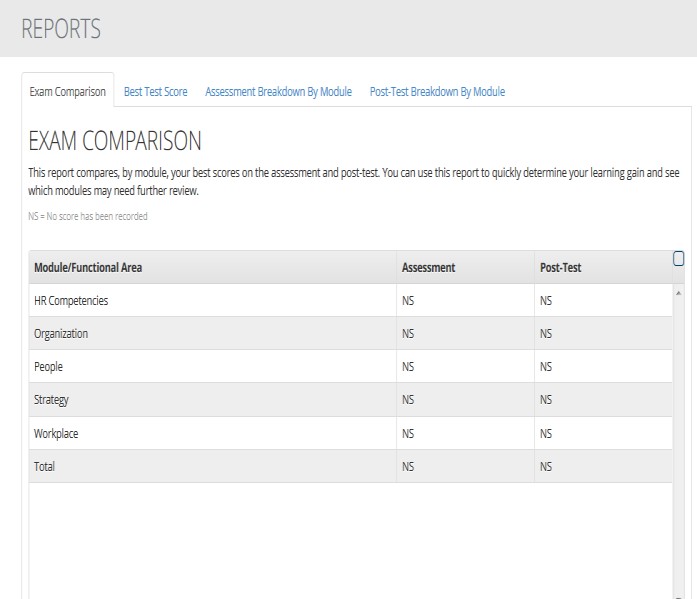
via this report

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Reports Include:



 Exam

Comparison

 Best Test Scores

(for knowledge

and SJ tests)

 Assessment

Breakdown

 Post-Test

Breakdown

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Did You Know?



• Retention of new information without periodic review:

• 47% forgotten in 20 minutes

• 62% forgotten in 1 day

• 75% forgotten in 15 days

• 78% forgotten in 31 days

*A single encounter with a given concept is not sufficient to ensure the type of long-term learning that is necessary for success on the exam.*

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Learning Options

Various learning options to meet your needs.

**Self-study**

**SHRM Instructor-led 3-day intensive review and virtual courses**

**Instructor-led classroom or online through education partner**

**Corporate/in-house training**

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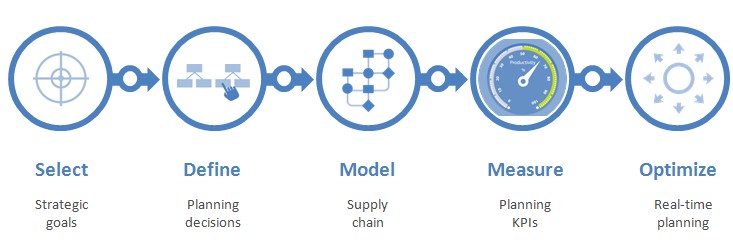
Step **3**: Define a Study Plan



**Identify**

Which exam to take– SHRM-CP or SHRM-SCP

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**Determine**

Time you can commit and when to take exam

**Assess**

Your current knowledge and competencies

**Evaluate**

Exam weighting versus your skills

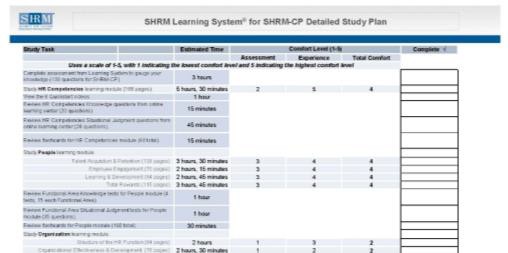
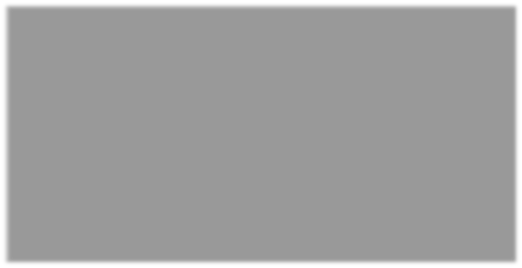
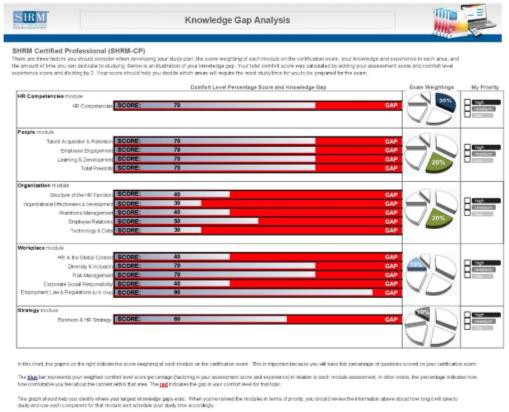
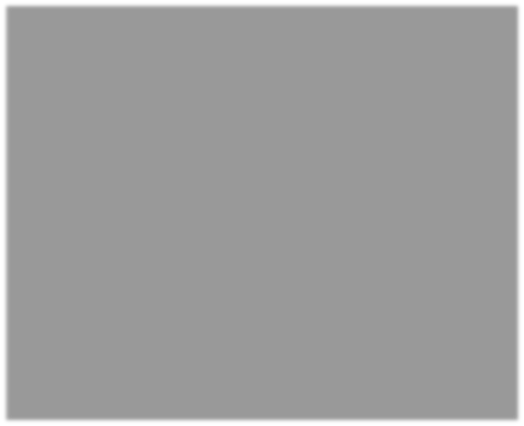
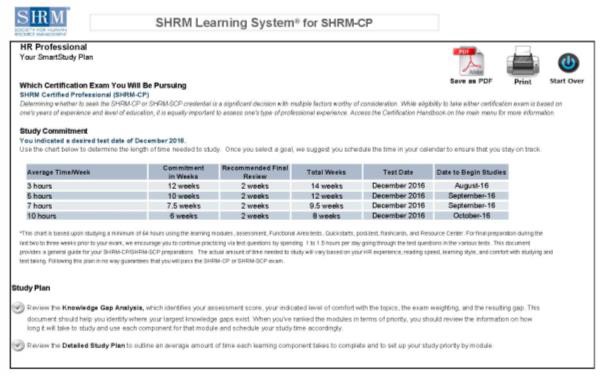
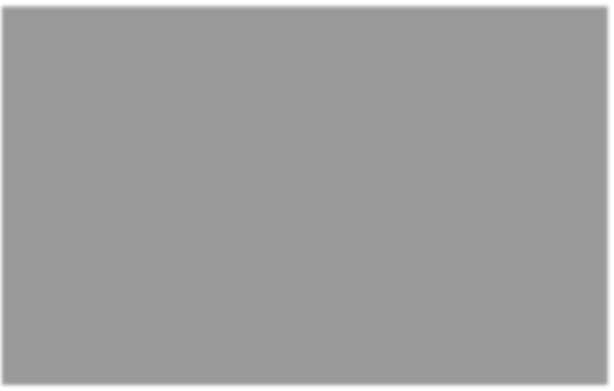
**Plan**

Appropriate resources and map for success

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SmartStudy Available In Learning System



 Students enter assessment and comfort level to set up custom study plan

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Step **4**: Prepare for the Exam



Trust your first impressions/avoid over-analyzing.

If uncertain, mark and return to question. Budget your time and don’t rush.

Identify your answer before reading the choices.

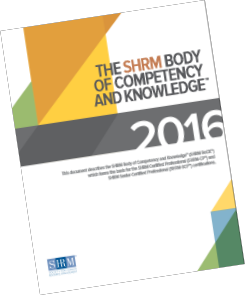
Eliminate obvious distractors.

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Additional Information

 Preparing for certification—next steps:



 Understand SHRM BoCK

 Eligibility

 Exam

 Tools available:

 Certification Handbook

 SHRM BoCK

 SHRMCertification.org website

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Special Offer



**As a benefit of attending this Webcast, we are offering a $25 discount**

**on the SHRM Learning System\* if you purchase prior to November 30, 2016.**

**To take advantage of this offer, you can:**

• **Visit shrm.org/learning and click on the Order Now button. Enter the code: LS06471. Be sure to click the My Cart link to access the discount code box before checkout.**

• **Call 800-444-5006, option #2, or +1-651-905-2663 and mention the code**

**LS06471.**

***Note: We recommend using materials developed in the same year that you will sit for the exam to ensure that you have the most current information.***

**\*Offer applies only to the self-study learning option and cannot be combined with any other offers or previous orders.**

**Expires November 30, 2016**

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Testimonials

*“I am extremely pleased with the SHRM Learning System. Both the print and online materials are very well-organized and have provided excellent preparation for the SHRM-CP exam. The SHRM BoCK covers all areas of HR and its focus on competencies and strategic alliance of HR with organizational goals provides an*

*updated focus. I completed my MBA with a specialization in HR only one year ago, and yet the SHRM Learning System provided information updated since that time. I would highly recommend*

*this system for anyone in or planning on entering the HR field.”*

*“I have been a practicing HR professional for over 20 years, but the competency-based content in the SHRM Learning System has truly caused me to reflect deeply and strategically on my own HR professional practices. It has empowered me to recharge and renew myself as an HR professional.”*

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