WHAT OTHERS ARE SAYING ABOUT SHRM® CERTIFICATION

NEXT-GENERATION CREDENTIALS FOR HR PROFESSIONALS

HR professionals are excited about the new SHRM credentials. Here are some reasons why your peers support the SHRM-CP and SHRM-SCP:

SHRM is a recognized expert.
“l can't tell you how many non-HR executive types I've been in front of that asked me, not did I have a PHR® or SPHR® certification, but did I have a SHRM certification. People know SHRM as the HR world’s go-to organization. Do they know what SHRM-CP or SHRM-SCP is? No. But they'll automatically assume they are the real deal.”
Tim Sackett, SHRM-SCP, SPHR
tim.sackett.com/2015/01/12-5-reasons-I-got-my-shrm-scp

Testing competencies is critical.
“The SHRM Competency Model is a step forward in that it attempts to measure HR proficiency based on function, rather than task. One of the biggest criticisms of the old model is that it was difficult to account for soft skills like leadership and communication, which are essential to HR but hard to quantify with an exam or experience requirement.”
Jonathan Carter, PMP, SHRM-SCP, SPHR
Linkedin comment

HR is evolving.
“One of the primary reasons that I support the SHRM-CP and SHRM-SCP certification is that it is helping the HR profession evolve. From my perspective, the SHRM certifications allow for HR professionals to not only demonstrate HR knowledge obtained from a textbook or from experience, it allows for demonstration of taking that knowledge and applying it to various settings. Being able to apply knowledge is the critical step that I believe is absent in the other certifications. This difference is significant.”
Todd Brodie, PhD, SHRM-SCP, SPHR
Linkedin comment

It's a better assessment of proficiency.
“I believe that the competency component of the SHRM certification differs in that the old model is more focused on regurgitating information. As an instructor, I have worked with many HR professionals that stated the exam questions vastly differed from what they experience in the workplace. Given this, I am a proponent of the competency based certification. It is a better assessment of one's ability to practically apply the content.”
Kiana Wilson, SHRM-CP, PHR
Linkedin comment

Applying the knowledge is key.
“The old certification tests what you know. SHRM tests what you would do in a given situation. As HR professionals, we know that every situation is unique because the players are different each time. The real life scenarios presented by SHRM give you enough information to select the best answer from those given. It isn’t an easy test - there is more than one answer that seems plausible - but one answer is the best and is correct.”
Richelle Romano, SHRM-SCP, SPHR
Pilot exam participant
LinkedIn comment

Advancing the profession.
“This model is focused on a person’s professional development and how to recognize and utilize the competencies in your HR role. You complete a self-assessment to see which competencies you should consider bulking up. I’m proud to have my SHRM-SCP and plan to support the ongoing evolution of the program.”
Steve Browne, SHRM-SCP, SPHR
sbrownehr.com/advancing-hr

Better reflects my experience.
“The certification exams are very different. SHRM has more in-depth scenarios with multiple questions pertaining to each scenario. I found these scenario questions to be more like my day to day work in Human Resources. I found taking the SHRM exam more enjoyable and more based on situations I have experienced in the HR field.”
Myia Ritchie, SHRM-SCP, SPHR
Pilot exam participant
LinkedIn comment

Leading HR professionals to the forefront.
“I am excited to see that SHRM has the forethought to step out and lead us into the future by developing a certification based on competency and knowledge! I am hopeful the new certification will begin to train HR professionals in competencies which will lead to stronger leadership skills that will in turn take us from a seat at the table to head of the table! Thank you SHRM for leading us into the future and preparing us with this tool to continue to advance the profession!”
Jeff Owens, SHRM-CP, PHR
Blog comment

JOIN US IN THIS HR EVOLUTION.
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