



OutMatch Assessment Optional Measures Overview

The OutMatch Assessment platform allows for job profiles to be configured with or without additional job-relevant assessments, referred to as Optional Measures. The Optional Measures available will vary depending on the job profile selected. Each time you create a job profile, you will need to decide if it makes sense to add an Optional Measure to the experience. Best practice is to consider the added value the assessments will provide, while balancing the candidate/participant experience in terms of length and depth of assessment appropriate given the context. A master list of Optional Measures is shown below, along with more detailed information and recommendations for appropriate use.

Optional Measure:	Description:	Appropriate for:
Abstract Reasoning	A measure of an individual's ability to solve problems involving abstract concepts.	Professional and higher-level front-line roles requiring problem solving skills and the ability to work through moderately to highly complex situations without concrete information.
Logical Reasoning	A measure of an individual's ability to solve complex problems with limited and missing information.	Professional and higher-level front-line roles requiring logical reasoning capability, including inference, deduction, and general problem solving based on available (sometimes limited) information.
Numerical Reasoning	A measure of an individual's ability to solve mathematical problems.	Professional and higher-level front-line roles requiring numerical ability, including addition, subtraction, multiplication, division, % calculations, and inferring information from multiple pieces of financial and operational data.
Reading Comprehension	A measure of an individual's ability to draw conclusions from written information.	Professional and higher-level front-line roles requiring reading comprehension capability, including reading for understanding and drawing conclusions based on written information.
Retail Profit & Loss Numerical Reasoning	A measure of an individual's ability to understand a Profit and Loss Statement.	Professional and higher-level front-line roles (particularly in the retail industry, on which the P&L charts are based) requiring numerical computation & reasoning ability, including addition, subtraction, multiplication, division, % calculations, and projections based on previous trends.
Restaurant Profit & Loss Numerical Reasoning	A measure of an individual's ability to understand a Restaurant Profit and Loss Statement.	Professional and higher-level front-line roles (particularly in the restaurant industry, on which the P&L charts are based) requiring numerical computation & reasoning ability, including addition, subtraction, multiplication, division, % calculations, and projections based on previous trends.
Hotel Profit & Loss Numerical Reasoning	A measure of an individual's ability to understand a Profit and Loss Statement.	Professional and higher-level front-line roles (particularly in the hotel industry, on which the P&L charts are based) requiring numerical computation & reasoning ability, including addition, subtraction, multiplication, division, % calculations, and projections based on previous trends.
Sales Knowledge	A measure of an individual's ability to respond effectively to typical sales scenarios.	Sales professional roles requiring an understanding of the key steps in the sales process, including prospecting/pre-qualifying, first meeting/first impression, probing/presenting, overcoming objections, influencing/convincing, and closing.
Number Patterns	A measure of an individual's ability to solve mathematical patterns and sequences	Hourly front-line roles requiring numerical ability, including addition, subtraction, multiplication, and division based on minimal information from number sequences and number patterns.