

OutMatch Assessment Platform

OutMatch Assessment Platform

Candidate Experience

- Optimized for mobile
- 5-10 min. to complete (hourly roles)
- 15- 25 min to complete (professional roles)
- 97% avg. completion rate
- Branded assessment experience

Hiring Manager Experience

- Simple, easy to navigate dashboard
- Sort and stack rank candidates
- Dynamic and simplified assessment reports make hiring decisions simple
- System includes all roles company-wide (hourly, professional, management, executive)

Strong Science

- Backed by 30 years of I/O research
- Rigorous criterion-related validation approach

Credit or License Agreement

- Credits used for each candidate “invite”
- Frontline/hourly – 1 credit
Sales – 5 credits
Professional / Mgmt / Exec. – 9 credits
- License available for unlimited use of the selection AND development reports

OutMatch Can Drive Company Performance by Helping You Select, Keep, and Develop Great People



MEASURE



INSIGHT



IMPACT

Impacting Your Business

Reduce turnover

- Cutting costs
- Improving consistency and quality of hire

Drive revenue

- Sales
- Customer service
- Quality

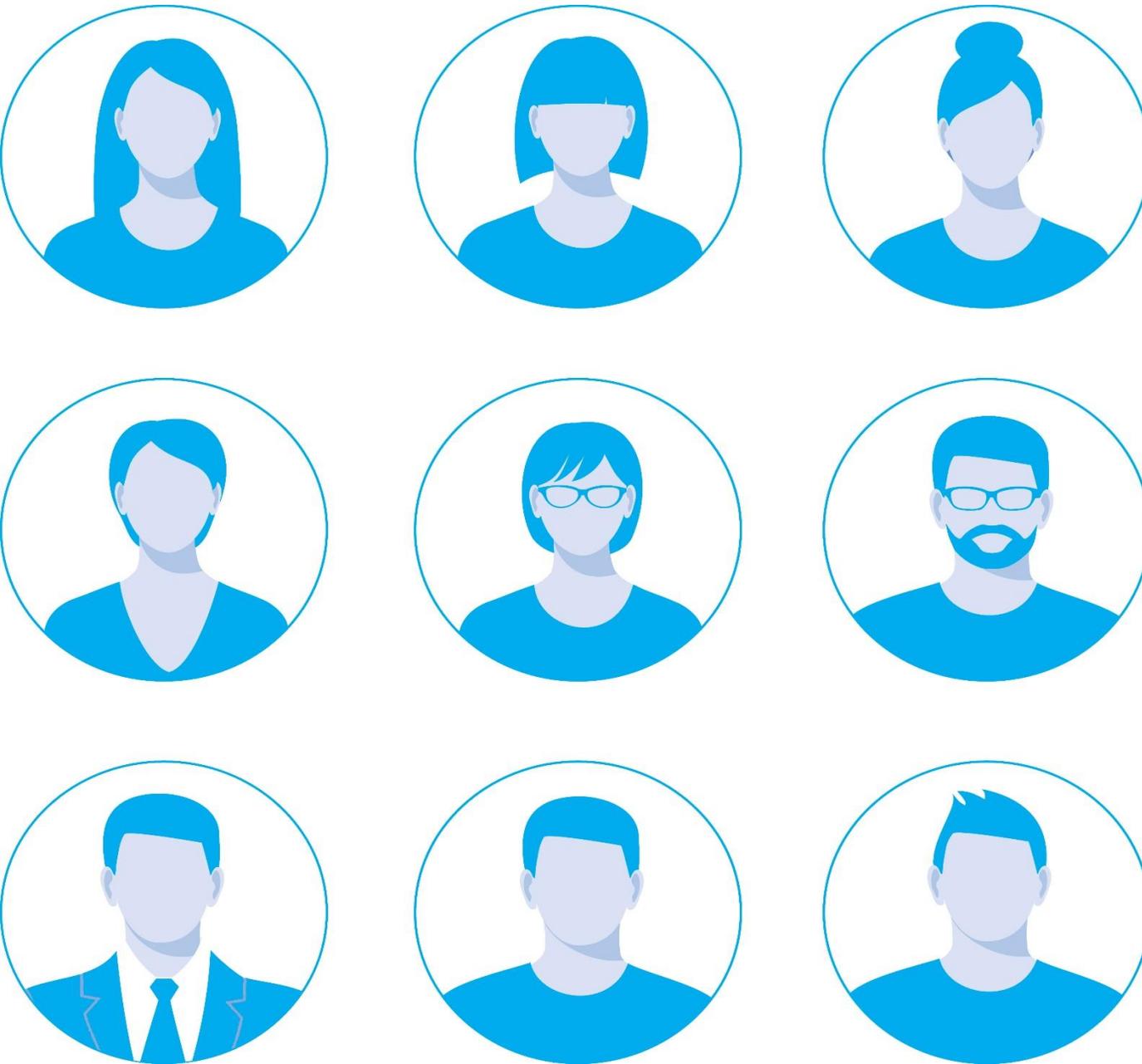
Improve process

- Hiring efficiencies
- Time to hire and consistency of hire, reduce costs

Reduce hiring risk

- Legal safety and validity
- Theft, shrinkage, etc.





Over 900 Industry Best Practice Job Profiles

- OutMatch Platform includes:
 - Hourly / frontline
 - Professional
 - Mid-level Management to Executive
- Ready to use for jobs in a multitude of industries
- Quick implementation (1-2 weeks)
- Developed using 30 years research, validated algorithms, and the nation's primary source of occupational information (O*NET)

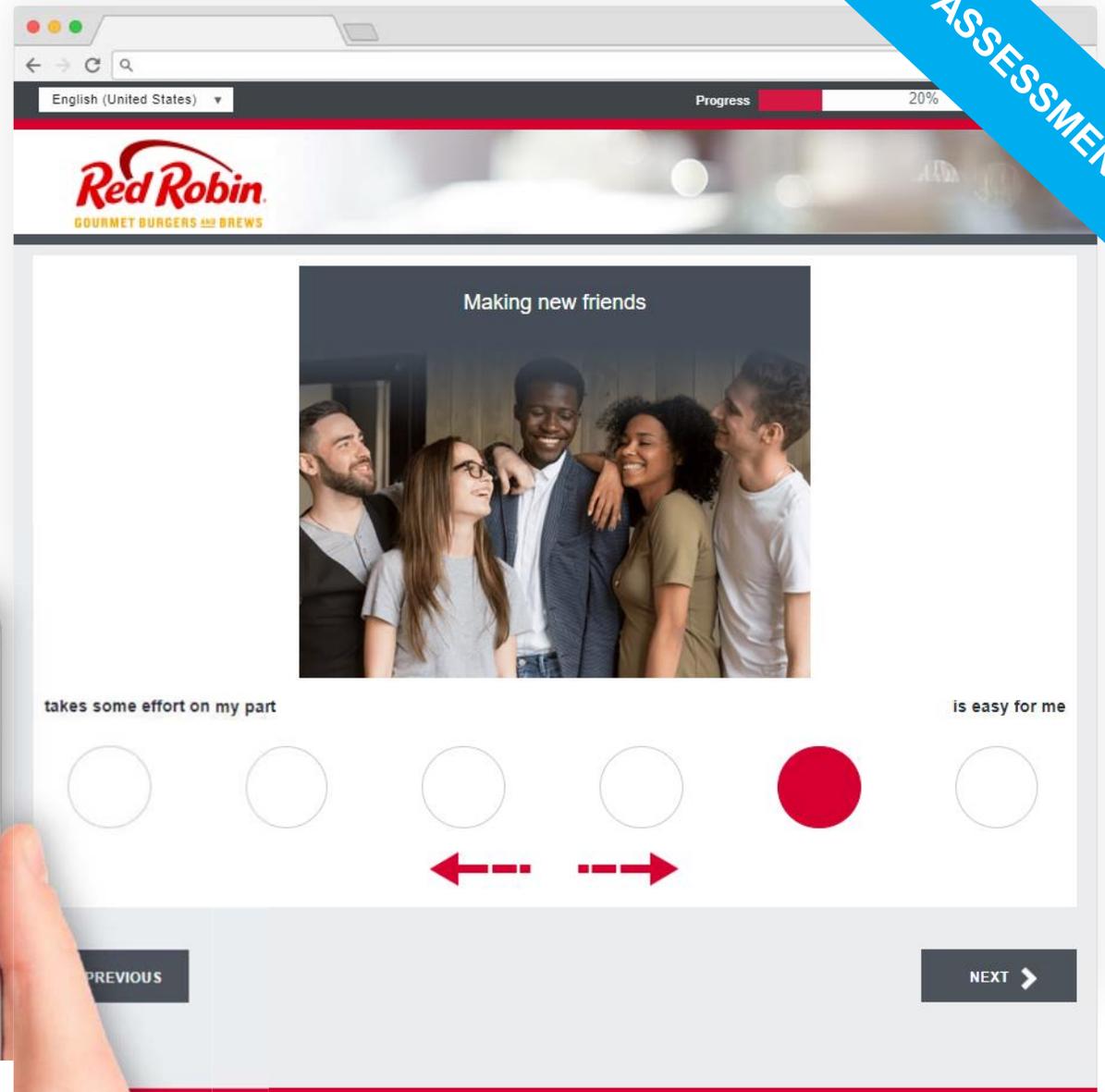
The Candidate Experience

Personality Module

- 15-30 min. to complete for hourly / frontline
- 15-30 min. to complete for professional roles
- Mobile optimized 24 / 7 accessibility
- Results processed immediately

Cognitive Abilities

- 15-30 min. additional minutes -per ability



Available in: Spanish, French, French Canadian, German, Portuguese

Identifying Top Performers by Trait Score



Analyze relationships between candidate assessment scores and job performance to identify the 'signal' of top performance.



Score this into an overall Match Score to maximize predictive power.



Thinking Collapse Thinking Group

- Reflective Thinking ▶ Low High
- Cautious Thinking ▶ Low High
- Objective Thinking ▶ Low High
- Realistic Thinking ▶ Low High

Working Collapse Working Group

- Work Intensity ▶ Low High
- Work Independence ▶ Low High
- Process-Focused ▶ Low High

Overall *Match Score* predicts Job Performance



**%
Relevance**

5%

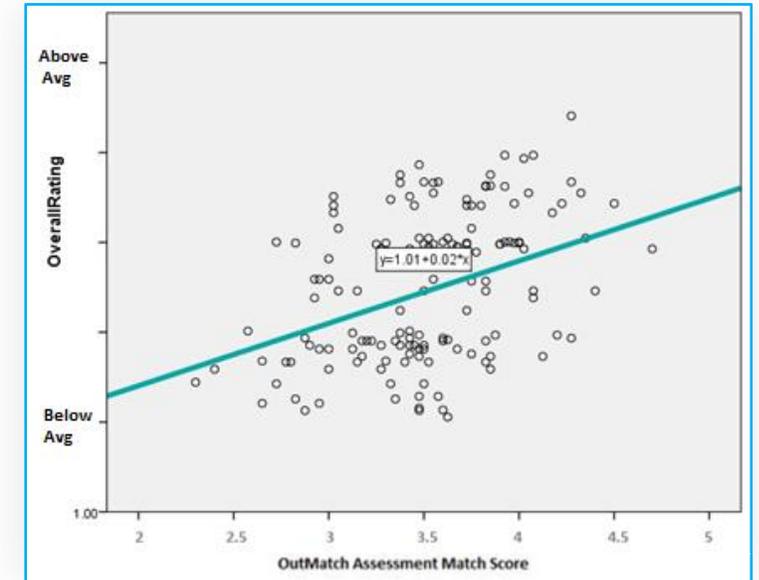
25%

23%

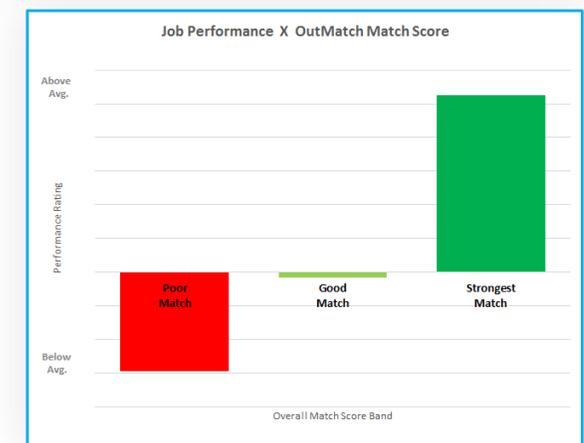
22%

5%

20%



Traits scores are combined into a powerful ***Match Score*** to predict job performance



More than a Pre-Hire Assessment

Short list

Move quickly on top-scoring candidates

By Last Name	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	ALL
Tillis, Daniel	Email: 9550a79e-jdt9-4817-bca3... Job: Line Operator Structure: Glaser	Status: Completed Status Change Date: 04/12/2018	Strongest Match																								
Fallick, Lindsey	Email: outmatch+Lindsayfallick... Job: Great Loan Role 1 Structure: Glaser	Status: Completed Status Change Date: 06/30/2018	Strongest Match																								
Kusman, France	Email: outmatch+FranceKusman... Job: Front Desk Rep... Structure: Glaser + Hospitality	Status: Completed Status Change Date: 06/27/2018	Strongest Match																								
Tromblay, Penney	Email: outmatch+PenneyTromblay... Job: Assembler Structure: Glaser	Status: Completed Status Change Date: 06/13/2018	Strongest Match																								
Mai, Alyce	Email: outmatch+AlyceMai@gmail... Job: Great Loan Role 1 Structure: Glaser	Status: Completed Status Change Date: 05/16/2018	Strongest Match																								
Bernick, Karl	Email: KarlBernick.outmatch@ym... Job: Front Desk Rep... Structure: Glaser + Hospitality	Status: Completed Status Change Date: 04/19/2018	Strongest Match																								
Valentino, Rudolph	Email: rudolphvalentino@emails.com Job: Multi-Unit Manager Structure: Restaurants	Status: Completed Status Change Date: 01/14/2018	Strongest Match																								

Interview

Drive effective interviews at scale

Nickolas Buvens
CUSTOMER + SERVICE REPRESENTATIVE
Data Manager
06/06/2018
5.8 GOOD MATCH

INTERVIEW

Are you prepared as your candidate for the interview? Great questions always facilitate these flow through a structured format, job-related questions, and consistency across candidates.

Use the structured interview questions below to gather additional insights into this candidate's match to the job. Follow this process for other job candidates. This creates a level playing field, enabling you to compare candidates using the same standards.

Interview in learning mode? Interview Read Questions

OPENING QUESTIONS

1. How do you view about your work history? How has your previous work experience prepared you to take on the challenges of this job?
2. Tell me about what attracted you most to this position. What convinced you to apply for this job?
3. Describe your ideal work environment. In what type of work environment do you feel you perform best?
4. We all have preferences when it comes to supervisory styles and the type of manager with whom we work most effectively. What type of supervisory style and management style do you prefer? Why do you feel this fits you most in your industry?

Onboard & Develop

Reduce ramp-up time and fuel employee growth

Leveraging Strengths

Leveraging Your Detail Interest Skills
This may impact the following competencies: Driving Results, Making Smart Choices.
You have a natural ability to pay attention to the right amount of details. Use this skill to connect with others and adjust to your environment.

Leveraging Your Multitasking Skills
This may impact the following competencies: Driving Results, Managing Time and Resources.
Your ability to multitask is ideal for this role. Leverage this strength by multitasking similar. Group together tasks that require a similar.

Leveraging Your Process-Focused Skills
This may impact the following competencies: Driving Results, Planning and Organizing.
Your process-focused work style is crucial for this role. Use this opportunity to create or improve processes for areas under your responsibility.

Leveraging Your Realistic Thinking skills

Closing Gaps

Improving Your Follow Through Skills
This may impact the following competencies: Driving Results, Implementing Change, Making Smart Choices.
Close your commitments to a project. Break down the tasks and assign a deadline to each task. As you complete each step, check-in with your stakeholders.

Improving Your Work Intensity Skills
This may impact the following competencies: Driving Results, Initiatives, Working Changes.
Set realistic standards to meet. Accept long-term assignments. Take frequent breaks to give yourself a chance to recharge and to avoid burnout.

Improving Your Socialability Skills
This may impact the following competencies: Engaging Colleagues.
Build yourself a network beyond your current work territory. Set a goal to initiate social interactions with coworkers or stakeholders, such as lunch.

Improving Your Realistic Thinking Skills

RICH, BEHAVIORAL DATA ACROSS THE EMPLOYEE LIFECYCLE

Easy to Understand Assessment Reports:

At-a-glance:

- Overall score
- Assessment trait overview
- Detailed insights
- Follow up interview questions
- Coaching suggestions

JJ Williams
OutMatch > Frontier Airlines Demo
jawilliams@flyfrontier.com

Flight Attendant
Completion Date: 08/30/2017

3.8 STRONG MATCH

CANDIDATE HAS SCORED IN THE 70th PERCENTILE
COMPARED TO OTHER CANDIDATES APPLYING FOR THIS JOB

The Match Ranking compares this candidate's score to other applicants over the last 60 days, showing you where they stack up. For example, a Match Rank of 80% means the candidate scored higher than 80% of the recent candidates assessed for this job. Use this information to create a "short list" of your best candidates.

9 Candidates have completed the assessment for this job in the last 60 days.

Leading Strengths

These personality traits emerged as behavioral strengths for this candidate in relation to the job. Review the "Key Insights" tab for more details on these traits.

- Work Ethic
- Positive View of People
- Sociability
- Social Restraint
- Frustration Tolerance

Potential Weaknesses

These personality traits emerged as potential behavioral limitations for this candidate in relation to the job. Review the "Key Insights" tab for more details on these traits.

- Accommodation
- Process-Focused

Streamline the Hiring Manager Experience

The screenshot shows a web browser window with a hiring manager interface. At the top, there are filter options: Completed, In Progress, and Not Started, along with a 'Clear All Filters' link. Below the filters is a list of five candidates, each with their name, contact information, job details, status, and match quality.

Name	Email	Job	Structure	Status	Last Status Update	Match Quality
Adams, Kimberly	Kimberldsfdfdfdf@outmatch.com	Waitress	Chilies > Southern > Dallas Loc 43 sakjhasd jas jasdjhkjhasd > Kdsjfkdsjf	Completed	06/17/2016	Strongest Match
Bates, Kimberly	KimberlyBates@outmatch.com	Waitress	Chilies > Southern > Dallas Loc 43	Completed	05/24/2016	Good Match
Carlson, Kimberly	KimberlyCarlson@outmatch.com	Waitress	Chilies > Southern > Dallas Loc 43	Not Started	08/10/2016	3 reminders sent
areallyreal..., Kimberly	KimberlyCarlson@outmatch.com	Waitress	Chilies > Southern > Dallas Loc 43	In Progress	08/24/2016	3 reminders sent
Davis, Kimberly	KimberlyDavis@outmatch.com	Waitress	Chilies > Southern > Dallas Loc 43	In Progress	08/24/2016	3 reminders sent

Do not just tell you the likelihood of a candidate being successful...

Candidates are stack ranked so you focus on the best.

Streamlining the Hiring Manager Experience

FOLLOW-UPS

For the following characteristic: **Assertiveness**, the candidate scored **BELOW** the match area.

Tell me about a time when you had to persuade others to commit to an objective or goal. What was your approach? How did they respond?

(Listen for an ability to be forceful in persuading others when needed.)

Reports enable more informed and efficient decisions by providing **interview questions** specific to a candidate's "weaknesses."

Also receive **coaching suggestions**, tailored to each candidate, based on their assessment results.

Getting a new employee up to speed quickly significantly impacts the return on hire, and revenue associated with that employee.



Leveraging Strengths

[Expand All](#) +

Leveraging Your Analytical Mindset Skills

Leverage your analytical mindset by proactively solving problems that might arise in your work setting. Look for trends or patterns and share y...

[Read More](#)



Closing Gaps

[Expand All](#) +

Improving Your Accommodation Skills

Smile more. Team members and customers love seeing a smiling face. Look for ways to make everyone feel welcome.

When something frustrates you ab...

[Read More](#)

Also Available: SUCCEED component

- Candidate assessment is taken once.
- You can choose up to 4 other jobs to compared against -- assess his/her potential & career path.

ADD UP TO 4 JOBS

Shared Scoring: Jobs are grouped under shared scoring. If you choose jobs in the same grouping the scores will be the same.

 [Clear All Filters](#)

Front of House:

- Host/Hostess ▾
- Server ▾
Disney > Anaheim > Parks > California Adventure

Management:

- General Manager

Accountant Service - back of the house Waitress Clear All

START

Choose up to 4 jobs to start succeed (personality assessment only).

CHOOSE UP TO 4 JOBS FOR THIS CANDIDATE TO START SUCCEED

Damson, Kevin
Applied for: Customer Service on 6/21/2017

Job Category	Score
Customer Service	4.2
Banker	3.1
Security	1.2
Counter With long...	1.4
Vault Protector	4.0

[CHANGE JOBS](#)

Customer Service

Strongest Match
[View Report](#)

Leading Strengths:

- Multitasking
- Work Intensity
- Pride in work.

Potential Weaknesses:

- Positive View of People
- A Really long name will word wrap
- Work Intensity
- Pride in Work

Banker

Strongest Match
[View Report](#)

3 Top Scoring Competencies

- 2.4 Planning and Organizing
- 3.2 Scoring
- 1.5 Problem Solving, Analysis, and Decision Making

Security

Strongest Match
[View Report](#)

Strongest Match

Potential Weaknesses:

- Positive View of People
- A Really long name will word wrap
- Work Intensity
- Pride in Work

Counter with Long...

Strongest Match
[View Report](#)

Vault Protector

Strongest Match
[View Report](#)

Employees take the assessment once, and can be compared against different profiles to assess potential and career pathing

Also Available: Compare component

Compare multiple individuals to same job profile for better understanding of:
Finalist candidates -or- Team dynamics

OUTMATCH PeatMoss Carrie Wilkerson

Home Jobs Candidates Analytics Credits Invite New Candidates

Compare Candidates

Clear All Filters

FILTERS: STRUCTURE DATE RANGE

By Last Name: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z ALL Search by Last Name

SORT

Name	Email	Job	Status	Match
Adams, Kimberly	KimberlyAdams@outmatch.com	Waitress	Completed	Strongest Match
Bates, Kimberly	KimberlyBates@outmatch.com	Waitress	Completed	Good Match
Carlson, Kimberly	KimberlyCarlson@outmatch.com	Waitress	Not Started	Strongest Match
areallyreal..., Kimberly	KimberlyCarlson@outmatch.com	Waitress	In Progress	Good Match
Davis, Kimberly	KimberlyDavis@outmatch.com	Waitress	In Progress	Strongest Match

Compare Candidates: Damson, Kevin | Carlson, Kimberly | Adams, Kimberly

COMPARE Clear All

Job: Waitress

1 Joseph, Jen Strongest Match View Report

2 Damson, Kevin Strongest Match View Report

3 Johnson, JoAnna Strongest Match View Report

MEASURES

- 1.3 PERSONALITY
- 2.3 NUMERICAL REASONING
- 4.2 LOGICAL REASONING
- 3.1 SITUATIONAL JUDGEMENT

Expand All Match Area =

COGNITIVE ABILITY

Logical Reasoning

SITUATIONAL JUDGEMENT

Customer Service Scenarios

The Definition

Alertiveness is this and more information will go here for defining the item.

1 Key Insight

2 Key Insight

3 Key Insight

PERSONALITY

Driving Results

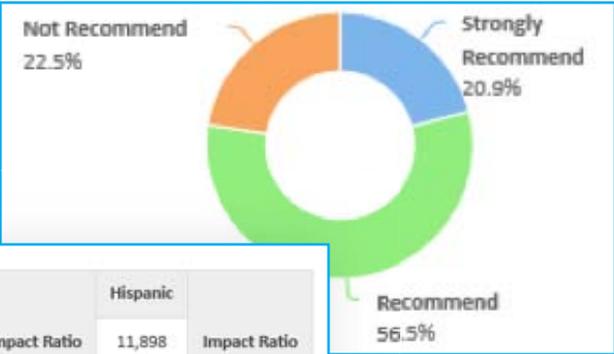
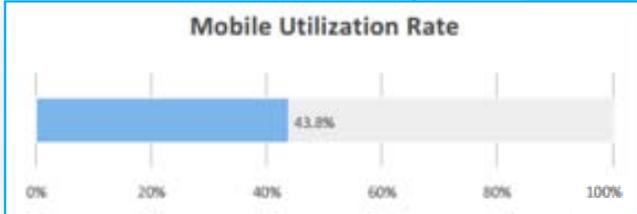
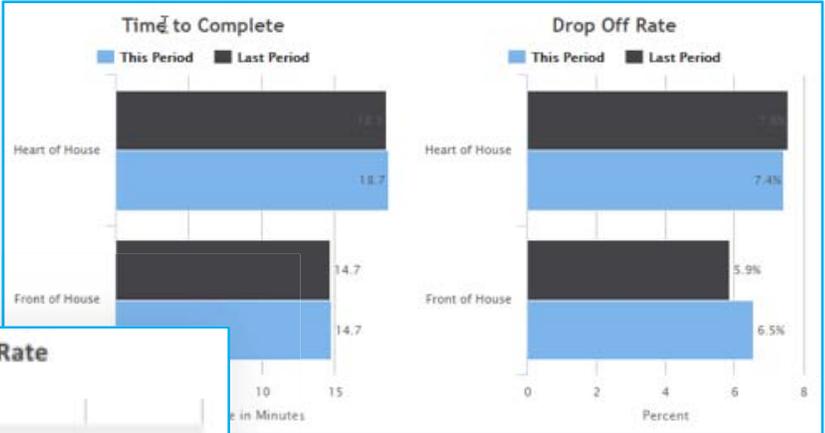
Decisive Judgment

Compare multiple people to the same profile to better understand team dynamics or finalist candidates

Robust Analytics & Reporting

Standard reporting

- Time to complete
- Applicant demographics
- Usage trends & drop off rates
- Applicant flow
- Adverse impact analysis



(Please note, adverse impact ratios are provided for sample sizes greater than 50 candidates.)

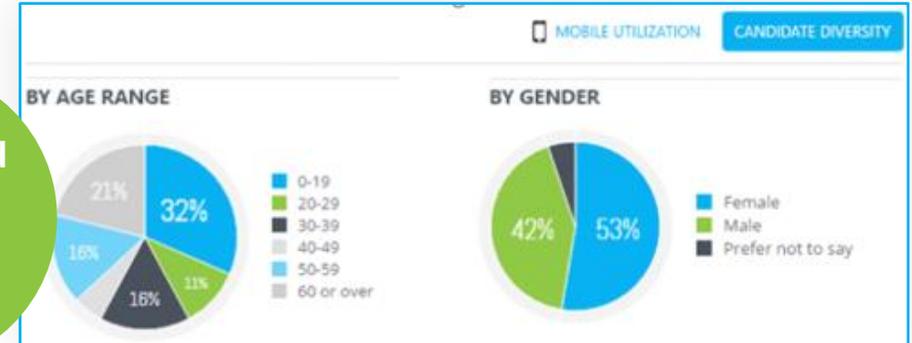
	All Applicants	White (Majority)	African American	Impact Ratio	Hispanic	Impact Ratio
# of Applicants	72,746	36,385	12,317		11,898	
% of Total		50.0%	16.9%		16.4%	
Overall Recommendation						
Not Recommend	25,685	-	-	-	-	-
Recommend	37,653	69.6%	56.5%	0.81	59.5%	0.85
Strongly Recommend	9,387	15.2%	9.3%	0.61	10.8%	0.71

Actionable Workforce Analytics

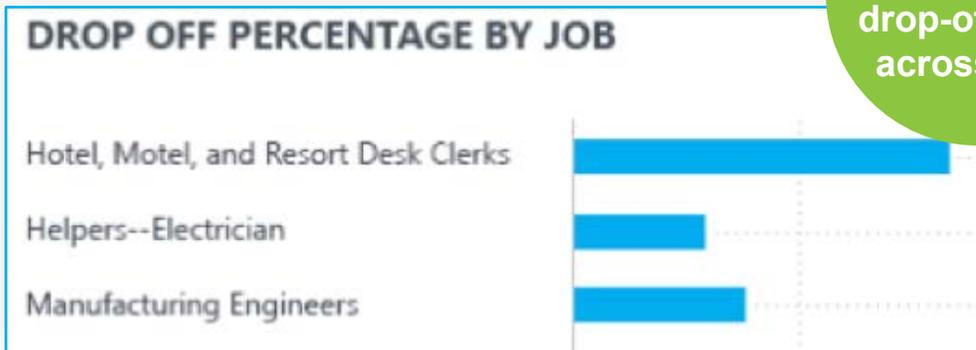
HIRING PROFILE RESULTS

Hiring Profile	Scoring Version	Total Assessments	Match Category	% of Total	Average Score
FOH	v1 (7/19/2016)	52	SUPER	52%	4.55
			HIGH	12%	
			MEDIUM	36%	
CSL	v1 (7/19/2016)	12	HIGH	52%	
			MEDIUM	48%	
HOH	v1 (11/15/201...	41	Great Fit	52%	3.14
			Good Fit	12%	2.39
			Poor Fit	36%	1.14

Gain deeper insight into quality of hire

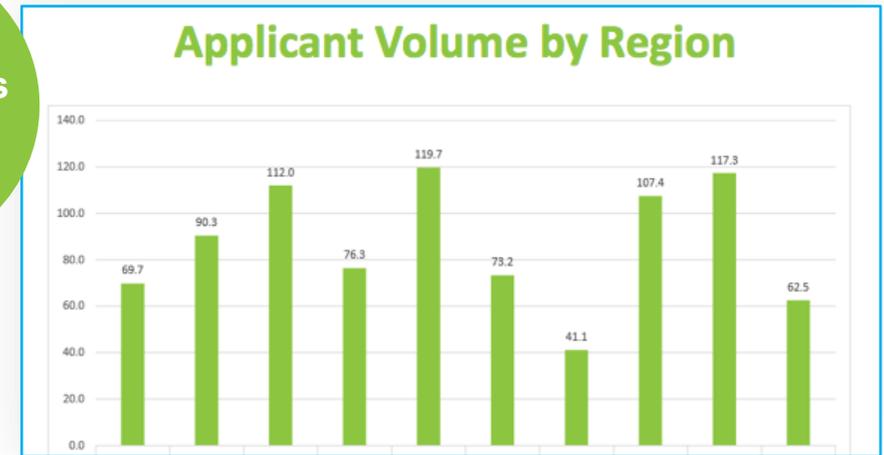


Understand diversity & mobile usage



Monitor and compare drop-off rates across jobs

Compare trends across your entire industry



Representative Clients

Transportation



Healthcare



Retail



Restaurant



P.F. Chang's

Hospitality & Entertainment



Manufacturing & Construction



Property Management & Real Estate



Finance



Energy

