How will the Outmatch Reference report help you?

Outmatch will automatically generate a report on each of your candidate’s strengths and areas for development from the point of view of their references. The report is designed to help you better select and manage your new hires.

**Top Line Summary**
Top Line Summary represents the candidate’s probability of re-hire and overall performance based on the references’ average ratings.

Most candidates rank above 85% in probability of re-hire and overall performance. If the candidate is rated below 85% in these areas, be sure to look closely at the rest of the report and check-in with your recruiter.

**Key Features**
Key Features will help you to align the candidate’s resume with the references’ experiences.

The strengths will highlight the areas in which the candidate excels.

Any major accomplishments listed on the resume should appear in the accomplishments section.

The areas of improvement can help you with training, should you choose to hire the candidate.

**Integrity**
Verify whether there is suspicious activity detected in the Integrity section. Outmatch’s software can detect when a device is shared by multiple people (candidate and/or references) on a reference check. This allows you to know if your candidate is potentially submitting their own references.

**Attributes**
Color-coding allows you to easily see the candidate’s relative strengths and areas for development.

The dotted line represents the candidate’s personal average, based on the references’ ratings.

The bars will change color depending on whether the candidate was rated above (green), close to (orange), or below (red) their personal average.

For more details, visit [www.outmatch.com](http://www.outmatch.com), or contact us directly at [support@outmatch.com](mailto:support@outmatch.com)