

Make every interview count with ChequedInterview™

ChequedInterview™, part of the Chequed.com Predictive Talent Selection™ Suite, is the next generation of interviewing and talent selection. By combining cloud-based technology and world class behavioral data analytics, ChequedInterview™ delivers a job and culture fit specific, structured and scorable interview process to hiring managers throughout your enterprise. Simple to deploy, simple to use and simple to understand, ChequedInterview™ drives unprecedented interview quality and better hires to your company.

Let's review the features and benefits:

Consistent & Scalable Interview Process Across Your Organization

- Reduce your legal risk and increase compliance through consistent interviews across positions, job families, etc
- Increase quality of hire through targeted and focused interview process and guides
- Custom to meet your positions, the competencies required for high performance, company culture, or other important criteria for your organization
- Enhance candidate experience through consistency and rigor of interview process
- Simple to implement through cloud based, mobile-enabled technology
- Better return on hire analytics to understand company-wide selection decisions

Interview Candidate Report

George Smith
 Position: Store Manager
 Email: George.Smith@gmail.com
 Most Recent Interview Date: 08/19/2014
 Overall Score: High Potential

Michael Kramek
 Completed: No
 Title: Sales Associate
 Relationship: Subordinate
 Status: In Progress
 Competency Score: Unavailable
 Custom Question Score: Unavailable

Christine Crouth
 Completed: Yes
 Competency Score: High Potential

Interview List

Review candidates that you are interviewing and view the status of their interview.

A Chequed Score displayed indicates that the ChequedInterview report is available. Select Plan next to the candidate to plan or view the interview details.

Filter by: Clear

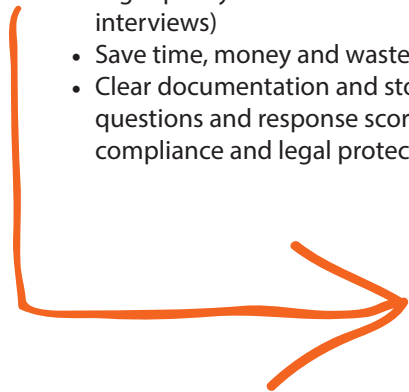
Show Archived Candidates

This list shows Interviews for the Store Manager position.

Candidate	Position	Completed	Status / Score	
George Smith George.Smith@gmail.com	Store Manager	August 19, 2014	High Potential	Plan
John Wheaton aldagostino-6765766@gmail.com	Store Manager	August 18, 2014	High Potential	Plan
Keylee Richardson Keylee.Richardson@gmail.com	Store Manager	August 19, 2014	High Potential	Plan
Ron Burgundy Ron.Burgundy@gmail.com	Store Manager	August 19, 2014	High Potential	Plan

Structured Interview Guides Ensure Quality of Your Selection Process.

- Better hires through focused, structured interviews
- Identify great performers rather than candidates great at interviewing
- High quality interviews through clear and easy to use interview guides (Even your worst interviewers will conduct great interviews)
- Save time, money and wasted effort by relying less (or not at all) on interviewer preparation and training
- Clear documentation and storage of all interview questions and response scores for better compliance and legal protection



Position:	Store Manager
Candidate:	George Smith
Interviewer:	Christine Crouth
Interview Questions	
Competency	Question
Acting with Integrity	Describe a situation in which you had made a commitment or promise to others that was difficult to keep. What did you do in this situation and what was the outcome? What to look for in an answer?
Decision Making	Can you think of a time when you had to make an immediate decision with little or no preparation? Describe the situation? How effective was the decision? What to look for in an answer?
Flexibility/Adaptability	Tell me about a situation in which the applicant had to adjust to changes in the work environment over which he/she had no control. How did he/she handle it? What to look for in an answer?
Getting Along	Can you think of a time when the applicant had to build rapport quickly with someone under difficult conditions? How did he/she go about establishing rapport? What was the outcome of this situation? What to look for in an answer?
Personal Drive	Think about the last time you were assigned a difficult task or project. How did you go about completing this task or project and how did it turn out? What to look for in an answer?
Company Required	Who are our major competitors and what differences do you see?
Company Required	One of the core values of Skip to My Shoes is "Uncomfortable Honesty." Can you tell me about a situation you have encountered where you have had to be uncomfortably honest with a colleague or customer? Describe the situation and the outcome.

Interview Questions

Competency	Question
Acting with Integrity	Describe a situation in which you had made a commitment or promise to others that was difficult to keep. What did you do in this situation and what was the outcome? What to look for in an answer?
Customer Focus	Think of a time in which a customer was not satisfied with a product or service and became irate. How did the applicant respond to the customer and how did they resolve the situation? What to look for in an answer?
Flexibility/Adaptability	Tell me about a situation in which the applicant had to adjust to changes in the work environment over which he/she had no control. How did he/she handle it? What to look for in an answer?
Personal Drive	Think about the last time you were assigned a difficult task or project. How did you go about completing this task or project and how did it turn out? What to look for in an answer?
Resourcefulness	Think about a time when the applicant needed more resources to complete a task. What did they do to obtain the resources they needed? What to look for in an answer?
Company Required	Who are our major competitors and what differences do you see?
Company Required	One of the core values of Skip to My Shoes is "Uncomfortable Honesty." Can you tell me about a situation you have encountered where you have had to be uncomfortably honest with a colleague or customer? Describe the situation and the outcome.

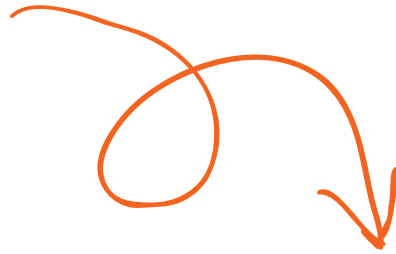
Your Custom Questions

Create new interview questions or add them from your question library. To create a new question click Add question. To use an existing question select the question from your library.

Questions Included In This Interview	My Questions Library + Add Question
<ul style="list-style-type: none"> - What retail company do you believe delivers the best customer service? Why? - What about "Skip to my Shoes" initially drew you to apply for this position? 	<ul style="list-style-type: none"> + If I were to interview your reporting staff members, how would they describe your strengths and weaknesses as a manager and supervisor? edit delete What about "Skip to my Shoes" initially drew you to apply for this position? + Please explain what experience you have in staff scheduling. edit delete

Scorable Feedback by Interviewers Makes Every Interview Count

- Reduce time to hire by capturing real-time feedback from hiring managers
- Promote interviewer collaboration through multi-rater interview scores
- Add critical, objective job and culture fit data from the interview process
- Stack rank and easily compare candidates post interview
- Simplify the interview debrief process (or actually have one) through automated post-interview data collection



Question 5 of 9 (Personal Drive)

Position: Store Manager
 Candidate: George Smith
 Interviewer: Christine Crouth

Interview Question
 Think about the last time you were assigned a difficult task or project. How did you go about completing this task or project and how did it turn out?

Score (Proficiency Level)	Summary	Answer Themes Examples of behavioral responses to the specific questions
5 Excellent	Demonstrated competence in a very difficult situation; requires no guidance.	<ul style="list-style-type: none"> Described a specific, challenging task or project Set goals for task completion Demonstrated resourcefulness and initiative in designing work plans Was able to complete the task/project successfully and on time, despite obstacles Sought help from knowledgeable others if needed
4 Good	Demonstrated competence in a moderately difficult situation; requires little or no guidance.	<ul style="list-style-type: none"> Described a specific, challenging task or project Devised a general work plan Anticipated obstacles and was able to overcome most of them. Project was successfully completed
3 Fair	Demonstrated competence in a simple or easy situation; may require guidance.	<ul style="list-style-type: none"> Described a task that was relatively easy or only moderately challenging Did not engage in extensive planning or goal setting Project was completed with moderate success

Interview Candidate Report

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George Smith

Position: Store Manager
 Email: George.Smith@gmail.com
 Most Recent Interview Date: 08/19/2014

Overall Score: High Potential

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Michael Kramek Unavailable

Completed: ● No

Title: Sales Associate

Relationship: Subordinate

Status: In Progress

Competency Score: Unavailable

Custom Question Score: Unavailable

Christine Crouth High Potential

Completed: ● Yes

Recommended for Hire: ● Yes with Reservations

Title: Area Manager

Relationship: Supervisor

Status: Completed - 08/19/2014

Competency Score: Satisfactory

Custom Question Score: Highest Potential

Comments from interviewer: I believe the candidate would be a good fit for this role in our company, however, he needs to be trained in some critical areas before managing others.

How Does ChequedInterview™ Compare?

	Traditional Interviewing	Video Interviewing	Interview Training	Chequed Interview™
Drives Speed & Automation in Hiring Process	No	Yes	No	Yes (efficient interview process and automated feedback from interviewers)
Enhances Quality of Hire through Better Interviews	No	No	Maybe (If followed consistently by all interviewers.)	Yes (competency driven, structured interview process with data driven scoring from interviewers)
Enhances Candidate Experience & Recruitment Brand	No	Maybe (Many candidates find it too impersonal.)	No	Yes (top candidates seek more rigor in selection process)
Reduces Legal Risk and Increased Compliance	No	No	Maybe (If followed consistently by all interviewers.)	Yes (consistent and job relevant interview guides)
Simple to Implement	Yes (just keep doing what you're doing)	No	No	Yes (can be up and running in minutes. Simple integration through open API's)

About OutMatch

OutMatch has one passion: helping companies build winning teams, companies, and cultures. Specializing in job fit, we take a data-driven approach to talent selection and development at all levels of an organization, combining predictive technology and world-class talent experts to bring greater confidence and clarity to the selection process. For more information, visit www.outmatch.com.