

# e-REFERENCING™



**e-REFERENCING™** is a customized online, high speed reference checking and reporting system that quickly provides hiring managers with comprehensive, measurable and accurate references for their candidates. **e-REFERENCING™** is a key aspect of the hiring cycle as it provides external validation to verify a candidate's self reporting.

## **e-REFERENCING™**

- Confidential online interface delivers honest references
- Provides measurable data on key, relevant attributes
- Reduces the time required to perform reference checks
- Helps hire good candidates quickly without skipping due diligence
- Reduces the legal risks associated with reference checking
- Produces candid analysis of a candidates perceived performance
- Produces follow-up interview questions based on reference scoring

The **e-REFERENCING™** system provides trustworthy, job specific reference information through a process that is quicker and less costly than traditional phone reference checking and assists in the training and development of all hired candidates.

**SELFMANAGEMENT**  
GROUP

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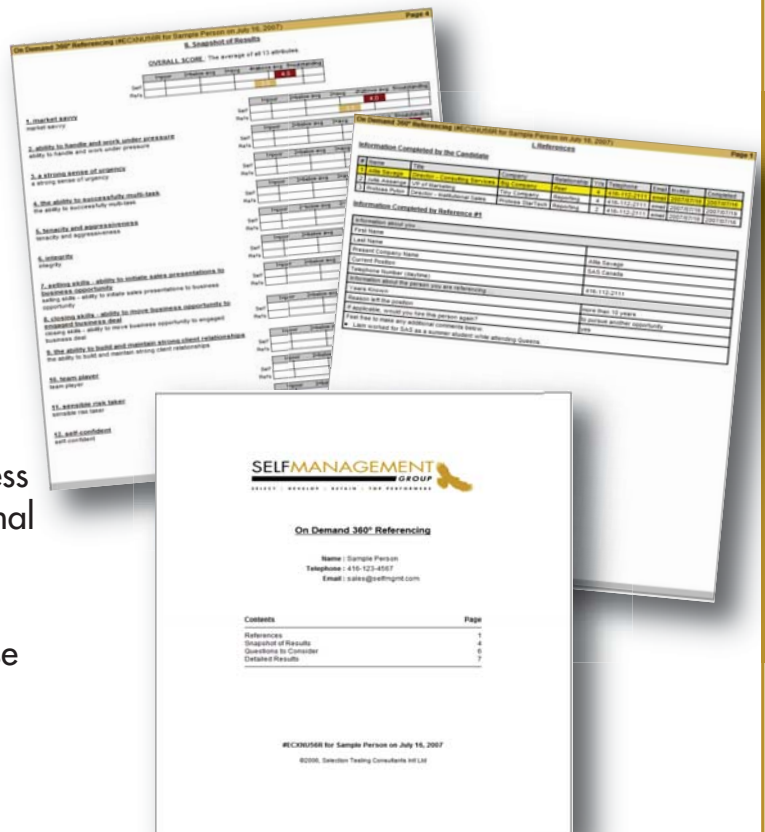


**e-REFERENCING™** is a competency based assessment that helps a hiring manager validate the information that has been accumulated through the recruiting process. It integrates with structured interview questions and provides a focus for a hiring plan to prepare an individual for both career progression and succession planning.

**e-REFERENCING™** provides accurate, job specific reference information through a process that is quicker and less costly than the traditional phone reference checking.

The online process combined with the database reporting feature ensures compliance with the best practice of recruiting and onboarding systems developed by HR professionals.

The completion rate and variability in the responses of the references are significantly higher than in person or phone reference checks. The snapshot from the statistical summary highlights gaps between the references as well as gaps between the self assessment of the candidate and the statistical averages of the references. This immediately flags areas of potential concern and generates key questions for any follow-up strategies.



## SELF MANAGEMENT GROUP

The **Self Management Group** is a world leader in screening, selecting, developing, and retaining top performers. For over 30 years, the **Self Management Group** has helped leading companies with integrated talent management solutions to develop high performance, self managed cultures.

For more information about the **e-REFERENCING™** and the **Self Management Group's** other profiling and training systems please visit [www.selfmgmt.com](http://www.selfmgmt.com) or call 416.746.0444.

For a free demo and complimentary consultation contact:

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