



***Mentors:** It's recommended that mentors focus more on the Development Report and managers focus more on the Assessment Report.

More Information on Outmatch:

- Outmatch is an assessment that companies use to compare personality traits and work preferences to job-specific behaviors. We have used Outmatch at Fleet Feet for the past several years and have found it to be a helpful tool to learn more about peers and direct reports.
- This tool helps measure work styles and work preferences and really measures your innate traits (things that come naturally).
 - *For example - someone could score outside of the job match area (blue shade) on attention to detail because they aren't naturally good at it and are aware of that. However, if you were to ask this person's peers, peers may think that they are great at attention to detail. The difference is that the individual knows they aren't strong at attention to detail, so they have to work super hard to be good at it, which is what their peers see, but it may not be their natural tendency, so the score may be outside of the job match area (blue shade).*
- These results are a benchmark and data point. It's important to absorb information and remain open, while also knowing yourself and staying true to who you are. We all have areas of opportunity and some areas of opportunity may resonate with you more than others.
- What's great about Outmatch is that for the areas scored outside of the match area (outside of the blue), the system will provide tips in which we can grow in those skills and bridge those gaps.

Tips on reviewing the results together:

- Have dialogue, information share, and ask probing questions if leading the discussion.
- Walk through the Development Report and look introspectively if you are the mentee.
 - Mentees - Ask yourself the questions below before your meeting and come prepared with talking points
 - Mentors - Ask these questions to your mentee during your meeting and work to draw information from them.
 - Questions to ask yourself and share with your manager and mentor:
 - What stands out to you?
 - What seems to align with how you perceive yourself?
 - Would your peer group agree?
 - What about your direct reports? (if applicable)
 - What findings were surprising to see?
 - Are there any areas that you strongly disagree with?
 - What is 1 area you want to work on during the Mentorship Program from the Development Report? (*what do you have the appetite to try and tackle knowing that we are looking for incremental changes?*)
 - Any other observations/thoughts?