

Source, assess and hire top quality healthcare professionals – faster.

Crosschq is the #1 Rated Reference Checking Platform
Loved by Top-Tier Healthcare Organizations



Stay competitive and hire the best in healthcare with an innovative hiring tool.

With growing demand, a shortage of professionals, increased turnover, and labor costs rising, healthcare recruiters are challenged with finding and securing skilled, long-term talent faster than ever.

Escape Healthcare Recruiter Burnout

Utilize automated reference checks for unparalleled healthcare candidate insights and more confident hiring decisions.

- **Hire Faster** – Get candidate reports in 48 hours.
- **Filter out Fraud** – Avoid dubious candidates with security checks.
- **Focus on Quality** – Identify and audit for the most relevant skills.
- **Increase Diversity** – Attract and hire more diverse candidates.
- **Retain Longer** – Hire employees who stay and thrive.
- **Improve HCAHPS** – Employ engaged and productive teams.
- **Enhance Patient Experience** – Give better care, get better outcomes.

Beth Marshall
Nurse Practitioner

References Averages

- Reference Avg: **4.56** (This Reference Avg is Lower Than Most Scripps Candidates)
- Self-Reference Avg: **4.00** (This Self-Reference Avg is Lower Than)
- Elapsed Time: **< 1 day** (This Elapsed Time is Lik)
- Reference Avg For Beth: **4.56** (This Reference Avg is lower than most Scripps candidates)

Key Attributes

Attribute	Self	Refer
Handles stress well	4.0	4.0
Communication skills	3.0	4.0
Consistent delivery of quality work	4.0	3.5
Optimism	4.0	5.0

Key Skills And Areas For Improvement

- SKILLS MASTERED:**
 - Conflict management: 2 out of 3 references
 - Project management: 2 out of 3 references
- SKILLS NEEDED:**
 - Delegating: 3 out of 3 references
 - Time management: 2 out of 3 references

References: James Mcdonald (Children's Hospital of Los Angeles), Emily Chavez (Sharp Memorial Hospital), Katherine Johnson (Sharp Memorial Hospital).

Notifications, Alerts And Warnings: 2 Alerts

- Two or more surveys were completed by users that very likely used the same PC or mobile device.
- A reference average is below 2.00, the threshold set organization administrator.

Why reference checks are integral to quality Healthcare hiring.

Higher candidates scores from references on key healthcare skills and competencies are correlated with increased Quality of Hire: longer retention, better productivity, and top performance.



Validate the Skills & Competencies of Top Hires

With Crosschq you get data insights on candidate skills and competencies, including soft skills that are proven to play a big role in employee fit and growth.

Increased patient satisfaction

through HCAHPS-relevant skills such as:

- Communication
- Professionalism
- Teamwork
- Problem Solving
- Work Ethic
- People Skills



Boost hiring efficiency and hire quality candidates, faster.

Faster Insights: Get Feedback in 48 Hours

Spend 95% less time checking references and gather reference feedback in days for faster decisions.

Easier Process: Seamless ATS Integration

Never leave your ATS and streamline the selection process into just a few clicks.

Reduced Bias: Consistent, Equitable & Compliant

Remove unconscious bias with consistent reference surveys validated by 3rd parties.

True 360s: Candidate Self-Assessments

Empowered candidates get the opportunity to showcase abilities themselves, including skills and competency self-ratings.

Compare and use the data to better predict fit and success, improve interviews and experience.



More Options: Added Sourcing Pools

Effortlessly build new pools of active, high-quality healthcare candidates looking for their next opportunity.



Healthcare organizations like Carbon Health save over \$560k a year on average automating their digital reference check process.

Get Five Free Checks & Hire With Confidence



Use **Crosschq's 360 reference check tool** to get the full picture on a candidate, their skills and competencies, and their overall work history and performance.

See it in action! Schedule some time with our team for a walkthrough today and we'll give you **FIVE** free reference checks to start.

[SCHEDULE A DEMO](#)

Candidate Attributes
Using a 1 (DK) to 5 (Best) scale, references provided the following average ratings when asked to assess Raymond on several key attributes.

Key Attributes	Self	References
Enjoyable to work with	5.0	4.8
Handles stress well	4.0	4.5
Willingness to go above and beyond for the job	4.0	4.5
Optimism	4.0	4.3
Takes feedback well	3.0	4.0
Consistent delivery of quality work	4.0	4.0
Intelligence	5.0	4.0
Attention to detail	4.0	3.8
Communication skills	4.0	3.5

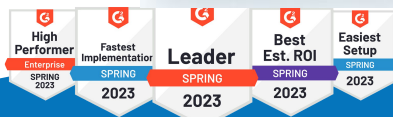
Key Skills and Areas for Improvement
This table lists the skills selected by references when asked "Which of these skills has Raymond mastered?"

Skills Needing Improvement ↓	Skills Mastered ↑
Patience: 2 out of 4 references	Working with a team: 3 out of 4 references
Time management: 2 out of 4 references	Self-motivation: 3 out of 4 references
	Coachability: 2 out of 4 references

PROJECTED QoH: 86

CANDIDATE B

- RECOMMENDATION FOR REHIRE: 100%
- REFERENCE RATING: 4.2
- CULTURE FIT: 4.5
- QUOTA ATTAINMENT: TOP 5%
- LEADERSHIP STYLE: DEMOCRATIC



Seamless Integration with Your ATS & HRIS

SmartRecruiters

workday

SAP SuccessFactors

LEVER

icims

bambooHR

JOBVITE

greenhouse