



# The Caliper Profile

## PRODUCT FEATURES

- Identifies what really motivates each individual
- Focuses on “job-matching”
- In-depth, personalized discussions with your Caliper consultant
- Helps you make better informed hiring decisions
- Provides the foundation for every aspect of developing an employee’s potential—now and in the future

**Helping you base your people decisions on solid, objective information and in-depth insights**

**W**ith the Caliper Profile our consultants are able to provide you with a clear, accurate picture of an individual’s strengths, limitations, motivations and potential. Whether you are hiring someone new, developing the potential of your current employees, building more effective teams, or working to take your company to the next level, the Caliper Profile is the starting point.

### What is the Caliper Profile?

The Caliper Profile is our assessment instrument for measuring an individual’s characteristics, potential and motivation. This personality test, validated by more than four decades of research, measures twenty-three personality attributes that our consultants analyze in a variety of combinations to determine how someone will perform in a specific role.

### What is so unique about Caliper’s assessment process?

- The partnership you develop with your consultant
- The depth of the insights you gain
- Over forty years of research and refinement

- The Caliper Profile is one of the most accurate and valid assessment instruments
- An unparalleled database of information about the qualities it takes to succeed in virtually every position
- We’ve assessed more than two million individuals around the world
- Our emphasis on “job matching”

### How does “job matching” work?

The process begins with a Caliper consultant gaining a thorough knowledge of your company culture, your distinct management style and the job responsibilities involved. Then, with the Caliper Profile we learn how someone is “wired” and can compare the

***“The Caliper Profile gives me a six-month head start on getting to know a new hire.”***

Chuck Gaskin,  
Senior Vice  
President of  
Employee  
Retention for  
BB&T

person to the job to determine if there is a natural fit. Our premise is that when individuals are in roles that play to their strengths, rather than going against their nature, they are much more likely to succeed.

***“The Caliper Profile is so effective for helping us with team building. By creating a team profile that shows the team’s strengths and development areas, team members learn how to work together more effectively.”***

-Vonda Mills, VP, Global People Development for Molson Coors

#### **What can I learn about someone?**

Our consultants can tell you how someone’s natural traits will play out on the job. For example, you’ll know if someone is persuasive, has strong interpersonal skills and can handle rejection well. You’ll discover if an individual is a good problem solver, can be an effective coach, and is able to follow through and deliver on commitments. In short, it’s like getting a six-month head start on knowing who you’ve hired before they even come on board.

#### **How can I make the most of my Caliper investment?**

Once an individual takes the Profile you will know their strengths and potential as well as understand the source of any performance problems. The insights you gain can be used throughout that person’s career with your organization.

#### **Does Caliper guarantee their recommendations?**

Yes! We are so confident in the Caliper Profile that if, within six months of starting the job, the recommended candidate fails to perform as described, your replacement applicant will be assessed absolutely free.

## **Getting Started**

### **Q: Does Caliper require a start-up fee?**

**A:** No, there is no start-up fee and no minimum order.

### **Q: Must I attend a training program before starting to work with Caliper?**

**A:** No. You can send a Profile in immediately with no pre-work needed. Any of your managers can receive feedback without special training or certification. You do not have to invest time and money in becoming an authority in psychological interpretation. Every assessment comes with a consultation from a Caliper expert.

### **Q: Is the Caliper Profile EEOC and ADA compliant?**

**A:** We offer full EEOC and ADA compliance, and we will indemnify you against adverse action.

### **Q: How is the Profile administered?**

**A:** The Caliper Profile can be taken online or in a paper-and-pencil format. In either case, we strongly recommend the individual be in a supervised setting to ensure the answers are really those of that individual and not a collaboration with someone else. When there is a chance that the answers are even partly someone else’s, the results may not be accurate.

### **Q: How long does it take to complete?**

**A:** While it is not a timed test, it usually takes about ninety minutes to complete.

### **Q: What happens after an individual takes the Profile?**

**A:** If we receive the answer sheet by 2:00 PM Eastern Time, one of our consultants will call you the same day with an in-depth analysis of the results and how they specifically relate to you and your company.

The verbal consultation is then followed by a personalized, written report that reflects the conversation with your consultant.

### **Q: What are the benefits of the verbal consultation?**

**A:** Because the conversation with your Caliper consultant begins with our gaining a thorough understanding of your goals, management approach, corporate culture and requirements of your key positions, we can tell you which individuals have the qualities needed to succeed in your environment. We can also give you guidance for developing employees, creating more effective teams and improving the efficiency of your organization.

### **Q: Can someone “beat” or fake the test?**

**A:** The Caliper Profile works because it was developed specifically for employment purposes and because of its “forced-choice” format. The length and complex construction of the Caliper Profile forces an individual to continually make tough choices about both positive and negative attributes, making it extremely difficult to provide answers that do not reflect their true characteristics.

### **Q: Are there different Caliper Profiles for different jobs?**

**A:** The same Caliper Profile is used regardless of the position. The insights and information about who someone is remain the same, but the results are interpreted in terms of specific roles. Therefore, after an individual takes the Caliper Profile, you can use the information when making decisions about future placements or promotions.

#### **About Caliper**

*Caliper helps companies achieve peak performance by advising them on hiring the right people, managing individuals most effectively and developing productive teams. The accuracy, objectivity and depth of our personal consulting approach enables us to provide solutions that work for over 25,000 companies.*

# **CALIPER**

*Solutions for peak performance.*

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