
Caliper Profile®

A D V I S O R R E P O R T

An assessment of
Lonnie B. Robinson
for the Communications Department Manager position

Prepared for **Hunter L. Jones**
of ABC Company, Ltd.
by William Phoenix
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CALIPER

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About This Report

The Caliper Profile Advisor Report provides clients with an in-depth analysis of an individual's personality. This report combines your Caliper Consultant's expert knowledge and experience interpreting the Caliper Profile with our extensive scientific research.

Your Caliper Consultant will work with you to understand your unique position requirements. Then, using a combination of our validated Performance Models, information about your position, and expert judgment, your Caliper Consultant will determine whether the candidate is a good fit for your position.

The main section of this report depicts the candidate's attributes, behavioral tendencies, inclinations, and motivations. It uses graphs to display the candidate's [Personality Attributes](#) and [Behavioral Tendencies](#) relative to four Performance Areas: Leadership, Problem Solving and Decision Making, Personal Organization and Time Management, and Interpersonal Dynamics.

One page is devoted to each Performance Area. A graph of [Personality Attributes](#) displays a set of relevant personality traits. Then, graphs for [Behavioral Tendencies](#) illustrate the candidate's potential to display a set of behaviors related to job performance. The [Behavioral Tendencies](#) are based on various combinations of the [Personality Attributes](#) measured in the Caliper Profile.

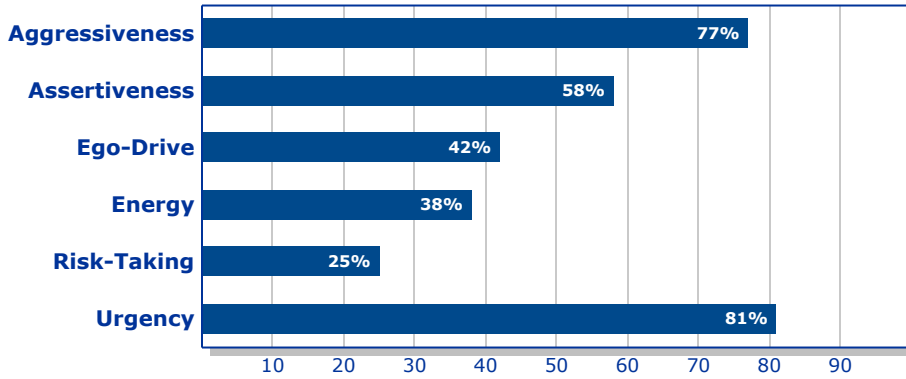
In the final section of this report is a Consultant's Summary. This summary reviews the key findings and gives the Consultant's assessment of the candidate's fit with your position. The Consultant's conclusion combines an understanding of the position's requirements, the individual's Caliper Profile results, and a consultation with you, or another authorized hiring manager at your organization, about this role.

Position Overview

Lonnie B. Robinson is being considered for the Communications Department Manager role with ABC Company, Ltd. In this capacity, he would report to the Vice President of Marketing and be responsible for managing the personnel and business processes for the Waterworks Communications Department. He would need to exhibit strong communications and interpersonal dynamics in order to interact diplomatically and effectively with journalists and members of the public as well as with political and civic stakeholders, such as city council members. In addition, he would manage a staff of six Communications Department members, primarily in the areas of developing written and visual presentations. Mr. Robinson would need to be results oriented and capable of managing numerous tasks simultaneously, including the oversight of a 12-month budget and activities plan.

Leadership

Personality Attributes



Behavioral Tendencies

Persuasively sells ideas to gain support and buy-in



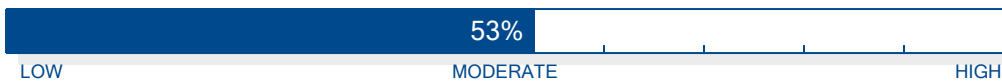
Implication: Is likely to convince staff members or colleagues to agree with initiatives and to take specific actions.

Is willing to make tough decisions



Implication: Should be able to make decisions easily.

Establishes goals, priorities, and expectations for staff members



Implication: Appears able to establish and communicate individual performance goals, but with varying effectiveness.

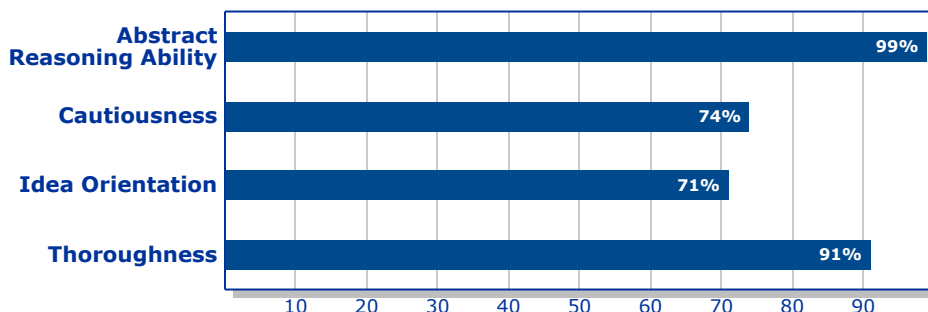
Is persistent



Implication: Tends to persevere in order to overcome obstacles.

Problem Solving and Decision Making

Personality Attributes



Behavioral Tendencies

Recognizes problems, issues, and opportunities



Implication: Should be able to effectively recognize opportunities; is likely to see angles that others do not.

Gathers and analyzes data



Implication: Is apt to seek out and analyze relevant data in order to understand subtle trends and complex relationships.

Creates new concepts and approaches to solve problems



Implication: Tends to devise creative solutions.

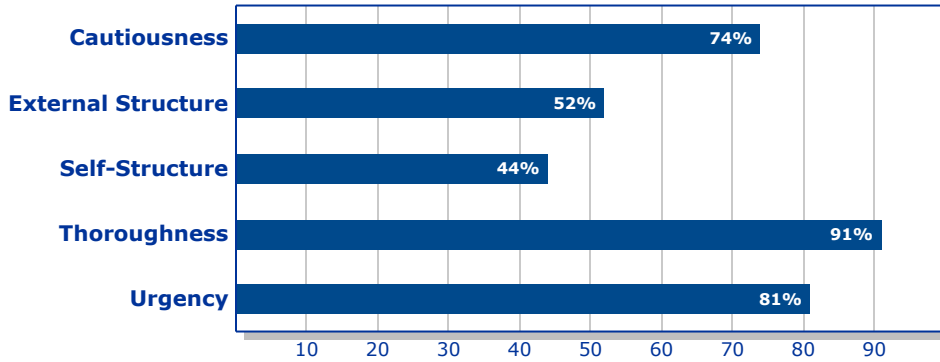
Leverages resources effectively



Implication: Is likely to make effective use of resources and people in order to fulfill priorities and complete critical work.

Personal Organization and Time Management

Personality Attributes



Behavioral Tendencies

Independently sets goals, objectives, and priorities



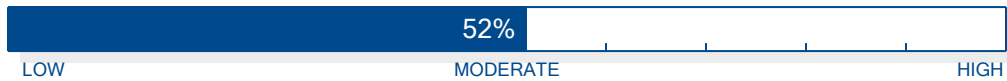
Implication: Is apt to set goals, but not always effectively.

Manages multiple tasks and activities



Implication: Should be able to coordinate multiple activities effectively.

Follows established policies and procedures



Implication: Is usually inclined to accomplish tasks according to established procedures, but at times may not adhere to them strictly.

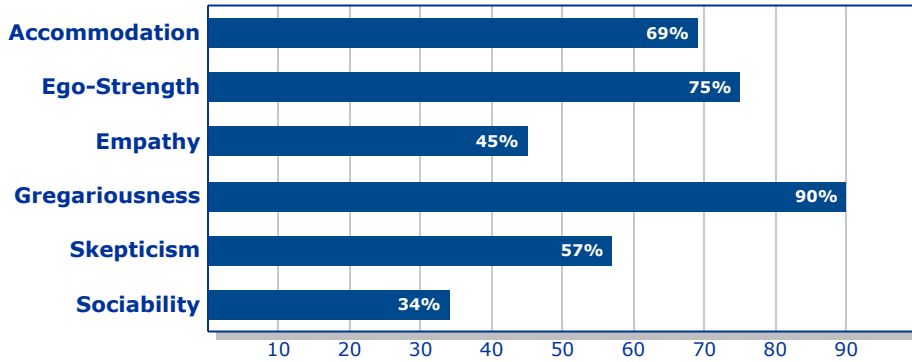
Works quickly



Implication: Is inclined to move quickly in an effort to produce results.

Interpersonal Dynamics

Personality Attributes



Behavioral Tendencies

Develops new contacts and initiates relationships



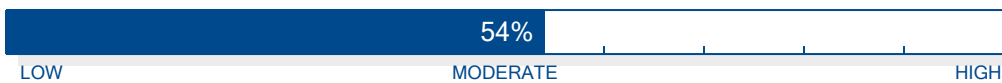
Implication: Is inclined to readily develop rapport and build relationships; should be able to quickly build credibility.

Demonstrates an eagerness to help others



Implication: Is apt to actively offer support to staff or colleagues without being asked.

Considers others' points of view with an open mind



Implication: Is inclined to accept input from others in certain situations.

Copes with rejection

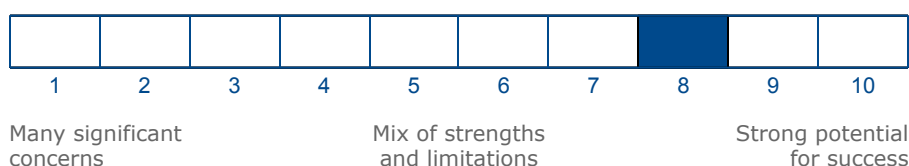


Implication: Tends to be unfazed by rejection; is likely to move immediately to the next activity.

Consultant's Summary and Job Match

If he is placed in this position, Mr. Robinson is likely to be an excellent problem-solving resource. He exhibits potential to understand his available resources and to use them effectively to help his department and ABC Company to achieve their goals. He would tend to be diligent about doing the necessary research and analyzing the factors involved in an issue before making a choice. Therefore, the solutions he proposes are apt to be comprehensive and well considered. In addition, he shows the capacity to act as a coach and mentor. He seems to be a fairly persuasive communicator who could usually convey his goals to staff members in a direct manner, and he is apt to establish and maintain good relationships with them. Moreover, when dealing with the public, he is likely to represent the organization in a positive manner. Mr. Robinson's problem-solving potential is apt to be his most significant asset. Therefore, if the company wishes to follow up with him, it could be advisable to ask him to provide specific examples of how he has led a team to achieve the goals he has set out for them. Furthermore, since he shows a fairly high degree of accommodation, it may be beneficial to ask him to illustrate how he was able to make some difficult decisions that staff members did not necessarily approve of. Overall, Mr. Robinson's Profile suggests that he is likely to engage in many of the behaviors related to success in this role.

Mr. Robinson's job match is illustrated in the graph below. The job match is based on Caliper's scientific research and your Caliper Consultant's analysis of ABC Company, Ltd.'s Communications Department Manager role.

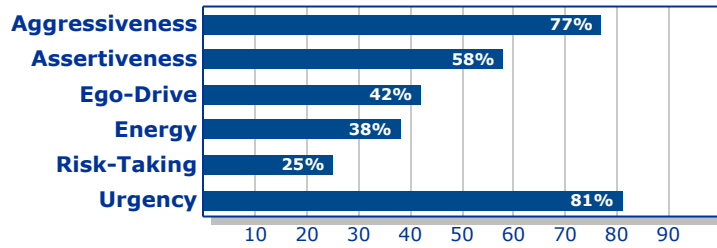


The information provided in this report is based solely on data developed from the Caliper Profile assessment. It should be interpreted in light of other information that is available about the individual and should never be used as the sole basis upon which to make a hiring, development, or promotion decision. To make an informed decision about whether this individual is likely to be successful with your organization, Caliper advises you to use this report in conjunction with other knowledge about the candidate, particularly information from the individual's interview, résumé, and application as well as feedback from references.

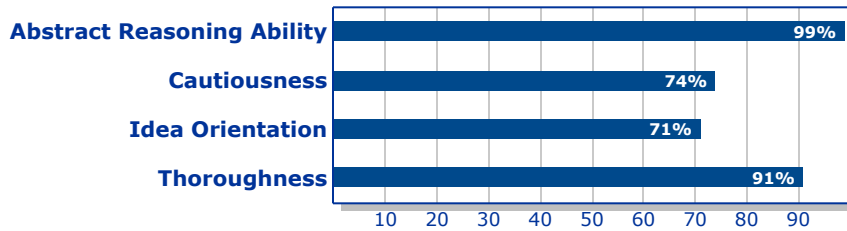
Caliper Profile Score Results

The graphs below display Lonnie B. Robinson's results for the attributes in this report and should be used in the context of the entire Caliper Profile Advisor Report and consultation. For attribute definitions, [click here](#).

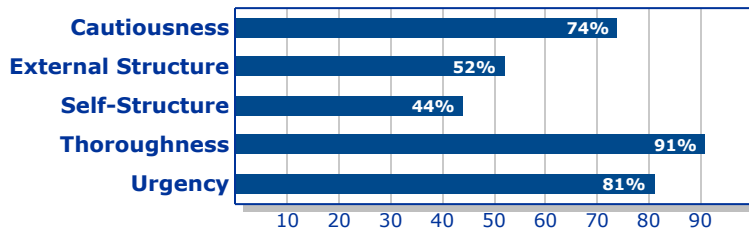
Leadership



Problem Solving and Decision Making



Personal Organization and Time Management



Interpersonal Dynamics

