



# The Caliper Profile

## PRODUCT FEATURES

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

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

Chuck Gaskin,  
Senior Vice President  
of Workforce  
Development  
for BB&T

**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 recruiting 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 over twenty-five personality traits that our consultants analyse 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 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.

### 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 recruited 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 organisation.

**“Before being hired, everyone in our firm is assessed by a Caliper consultant who provides us with insights into the applicant’s inherent strengths and potential for success.”**

Bill Carey, The founder of W.P. Carey & Co.

## 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 programme 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: 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. You can use the eCaliper on-line test for any situations where you have a computer with Internet access by simply logging onto our web site. ID number and Password details can be supplied on request.

**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:** Once the results have been processed we will call you at an agreed time - to discuss the individual Profile in relation to the specific role for which the candidate is being interviewed. Depending on your requirements, we will then forward the selected interview questions to help structure the final interviews, and/or the full, written evaluation within one working day.

Should you decide to recruit the candidate customised development reports can be supplied to identify specific training and coaching needs, and to identify future potential.

Furthermore, if required, we will even look after the rejected candidates and give telephone feedback on your behalf, at an additional charge.

**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 organisation.

**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.

**Q: Are there different Profiles depending on the type of job?**

**A:** Examples of applications for the Caliper Profile are Graduate, Manager and Senior Executive assessment. The most important thing is that we understand the role – whatever the job title. It is also invaluable for use in developmental programmes where the Profile becomes an additional source of data on future potential as well as current training needs. For Telesales, Field Sales, Agents and Account Management - type positions, The Caliper Sales Profile would be more suitable.

**Q: Has Caliper been independently assessed?**

**A:** Caliper are pleased to say that the English Language version of Caliper Profile and Caliper Sales Profile have been certified to meet the minimum psychometric requirements for use as a psychological test by the British Psychological Society (04/11/2005). A copy of the full Certificate of Registration can be viewed by using this link on the Caliper web site

## About Caliper

*For over four decades, Caliper has been helping companies achieve peak performance by assisting them in recruiting the right people, managing individuals most effectively and developing productive teams. The accuracy, objectivity and depth of our consulting approach enables us to provide solutions that work for over 25,000 companies.*

# CALIPER

*Solutions for peak performance.*

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