

# At a Glance

## Caliper's Assessments & Consulting Services

*Focusing on the qualities that help people and organizations succeed.*

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. For nearly a half-century our expertise and accuracy, combined with the depth of our personalized approach, has enabled our consultants to provide the objective insights needed to help more than 25,000 companies succeed.



### Hiring & Selection

How can you tell if an applicant really has what it takes? When it comes to selection, we can help you with everything from evaluating your most promising applicants to redesigning your current selection system.

**Caliper Profile** – We've built our company's reputation on the Caliper Profile—a scientific instrument for in-depth personality assessment and job matching that has been validated by more than four decades of research.

**On-Boarding: Caliper Accelerator** – Give new employees a six-month head start. Help them become more engaged, more quickly, so they can work more effectively with their managers and colleagues.

**Success Model** – Hire more people like your top performers by knowing what qualities distinguish your most successful employees.

**Applicant Screening: The Predictor** – This unparalleled personality-based screener is perfect for entry-level and high-volume positions.

**Interview Guides** – Starting with your specific requirements for job success, we will develop a series of customized interview questions and teach you how to interpret candidates' answers to predict their future performance.

**Job Analysis and Competency Modeling** – Without an accurate, up-to-date understanding of what is required for success in your key job roles, it is impossible to hire effectively.

**Hiring Workshop** – In this hands-on, comprehensive workshop, our consultants will bring clarity and consistency to your hiring process.

**Validation Studies** – When we link Caliper Profile results to the expected outcomes and tasks required for success in a specific role, you will significantly enhance your ability to hire the best candidates.

**Client Education Workshop** – We have always felt an educated client will get the most from our service. This program ensures a deeper understanding of Profile results and how they can be used to achieve peak performance.

### Employee Development

Are your employees committed, motivated and challenged? When you can pinpoint abilities, motivations and growth opportunities, you will get the results you need.

**Caliper Profile** – By understanding what motivates each individual, you can help them play to their strengths and work more effectively with others. This assessment can show you how.

**Individual Developmental Guide** – Based on insights from the Caliper Profile, this report is written as a guide to help individuals fully develop their performance potential.

**Caliper Three Sixty Plus** – This online feedback service combines an individual's self-image with feedback from peers, staff and supervisors, as well as the in-depth results of the Caliper Profile.

**Action Learning** – With Action Learning, organizations solve critical and complex problems while simultaneously building strong leaders—in real time. This form of "learning by doing" is the primary method that leading companies worldwide are using to develop leaders, build teams and improve corporate capabilities.

**High-Potential and Leadership Development** – These programs can help you identify and develop talented leaders within your company to drive your competitive strategy, support your values and successfully secure the future of your organization.

**First-Time Managers** – When people are promoted to management positions for the first time, it is vital that appropriate tools, techniques and guidance are provided to make a successful transition from being a member of the team to leading the team.

**Team Development** – Caliper consultants engage in an extremely effective approach to team building, with an in-depth understanding of how the team currently works and what must be done to improve.

**Training Programs** – Our customized workshops take into account each individual's specific needs, inherent strengths and personal style so they are extremely effective in helping everyone reach their full potential.

### Organizational Development

How can you take your company to the next level? Developing your organization starts with gaining a clear, objective view of your corporate strengths and limitations.

**Caliper Profile** – Virtually everything in your business can be copied by your competitors, except the people who make up your workforce. The Caliper Profile can be used to distinguish what separates the best from the rest.

**Customized Surveys** – The objective gauge of key issues—such as employee satisfaction, communication, compensation and management effectiveness—gives us a true read on whether your company's plans and actions are having the desired effect.

**Succession Management** – We can help you assess your business strategy and find and develop talented leaders within your company to drive that strategy, support your values and successfully support the future of your organization.

**Executive Coaching** – This powerful process shows individuals how their leadership style impacts others, and enables them to connect with their potential, motivation and unique talents to develop strategies for achieving their personal and professional goals.

**Change Management** – We provide a structured approach to transitioning individuals, teams and organizations from where they are currently to where they need to be for future success.

**Talent Assessment and Identification** – When you know how to assess the capabilities of your current staff, gauge the needs of your organization and fill in the gaps between the two, the entire organization benefits significantly.

**Mergers and Acquisitions: Integration of new teams and leaders** – Caliper can help you assess and align talent, teams, decision-making and culture to support a smooth transition. We can provide objective insight into the difficult decisions around workforce reductions and redeployment.