

# Caliper Profile Reports

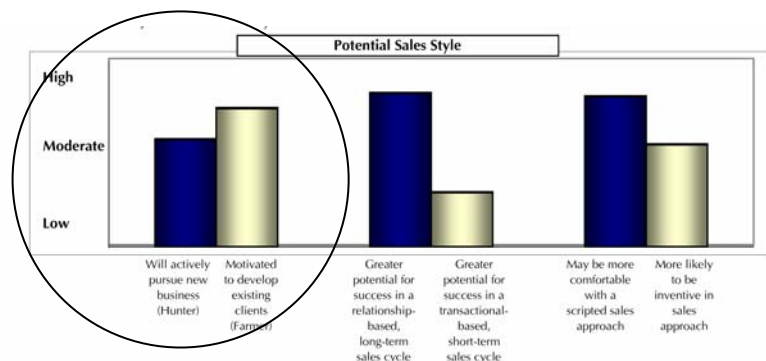
Caliper Profile reports are delivered in a range of formats to suit your requirements. Your Caliper consultant will discuss your specific needs and determine the most relevant and cost effective talent management solution and report format for your company.

Your Caliper Profile Report may encompass assessments on up to six core competency areas: These include



**Leadership**  
**Problem Solving**  
**Influencing**  
**Interpersonal**  
**Personal Organization**  
**Service Orientation**

***We have customized reports for sales which can tell you not only whether the individual is capable of effective performance in sales, but which kind of sales role they are best suited to!***



***Enhanced by the insights of your Caliper Consultant***

Whether to the hiring manager to assist in selecting the right person for the job, or to the individual to facilitate their own growth and development, the feedback process adds depth and richness to the understandings derived from the Profile report.

**THE CALIPER PROFILE REPORT PROVIDES YOU WITH ...**

## A ROLE SPECIFIC DESCRIPTION ....



**Nikky Sample**  
XYZ Training Corp  
EXECUTIVE DEVELOPMENT REPORT

Page 3

### Leadership

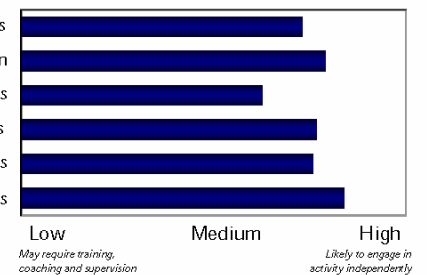
Ms. Sample shows strong leadership dynamics. Given her ego-drive, assertiveness, ego-strength and empathy, she is likely to give direction, offer performance feedback, and provide individualised training to others. She is inclined to sell her ideas up front, rather than rely on sheer aggressiveness to move team members to act. When doing so, she should be able to use her empathy to address people's concerns and then use persuasion to link others' interests to what she proposes. Not only does Ms. Sample appear capable of garnering support, but she is likely to make others feel involved in her management process. If she is up against resistance, she is inclined to stand her ground and negotiate for what she wants. Moreover, after experiencing a routine setback, she is apt to recover quickly. Ms. Sample would try to communicate controversial initiatives sensitively to her team members, and it is unlikely that others would perceive her as overbearing. Her results orientation suggests that she would move people toward timely action, undertake new initiatives, and focus on the implementation side of management. However, she may be somewhat selective in the battles she takes on and might defer those that she feels are too much trouble to take on.

## ....OF PROJECTED BEHAVIOUR



### Behaviours

Assertively presents goals, strategies, vision and tactics  
Persuasively sells ideas, gains support and buy-in  
Provides direction, sets standards and defines expectations  
Delegates responsibilities  
Negotiates mutually acceptable outcomes  
Provides coaching, mentoring & feedback to develop others



## ...AND 'UNDERPINNING' TRAITS



### Traits

