

TALOGY | Caliper

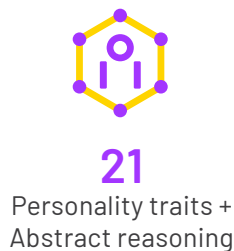
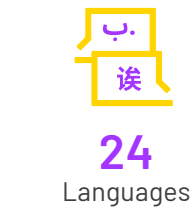
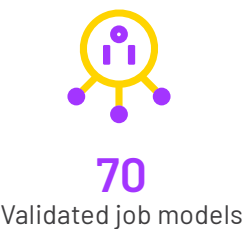
ONE ASSESSMENT

to help you predict
performance and drive
talent management



The **Caliper Profile** is an objective, scientifically validated workplace assessment that accurately measures an individual's personality characteristics and motivations in order to predict on-the-job behaviors and potential. With 60 years of research backing it, the Caliper Profile measures 21 personality traits plus abstract reasoning and offers local norms for several countries.

Caliper Profile data can be utilized throughout the employee lifecycle including: selection, development, promotion, team improvement, and succession planning.

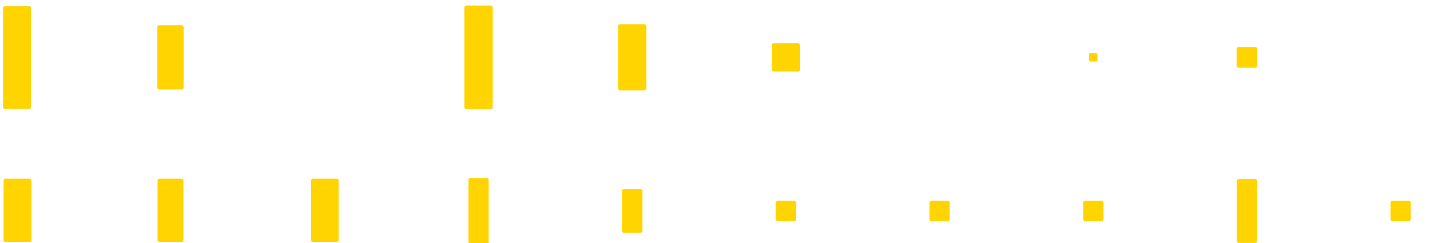
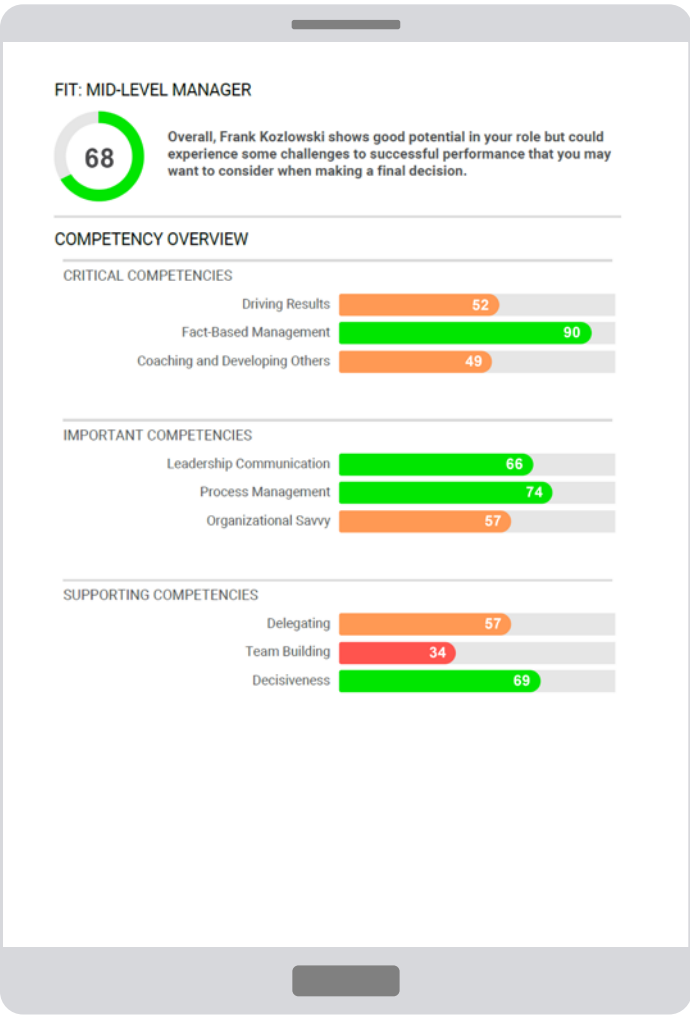


How it works

Once an applicant or employee takes the Caliper Profile, their results are measured against one or more of our validated job models. Managers can easily see how well the applicant fits into the desired job role.

You can use the same Caliper Profile data later in the development cycle to onboard the employee, provide direct feedback, and offer ongoing coaching support without having to re-assess.

You also have access to Caliper Consultants, who can help you interpret your assessment data to further inform talent management decisions.



The Caliper Profile

- Administered online and is **mobile friendly**
- Untimed, but takes approximately 60 minutes to complete
- Meets all Title VII and EEOC statutes for selection
- Annually monitored for adverse impact and validity
- ADA compliant
- Available in **24 languages**

The Science

- Semi-ipsative, forced-choice format that **minimizes fakability**
- Validity coefficients exceed industry standards
- Measures 21 personality traits, **56 competencies**, and 280 workplace behaviors
- Includes the cognitive component of abstract reasoning
- Predictive in measuring workplace behaviors and outcomes

The Caliper Competency Library

With the **Caliper Profile**, you are also able to measure 56 scientifically validated workplace competencies, which are comprised of complex trait formulas and behaviors that can be applied to all leadership, sales, service, and technical roles in any type of organization.

Leading	Active Communication	Interpersonal Dynamics	Making Decisions	Solving Problems	Managing Processes	Self-Management
Leadership Maturity	Influence and Persuasion	Interpersonal Sensitivity	Deliberative Decision Making	Creativity and Innovation	Quality Focus	Composure and Resiliency
Leadership Communication	Conflict Management	Helpfulness	Decisiveness	Analytical Thinking	Compliance	Generating and Expressing Enthusiasm
Driving Results	Negotiating	Service Focus	Strategic Thinking	Learning Agility	Response Orientation	Strength of Conviction
Leading Change	Active Listening	Relationship Building	Organizational Citizenship	Scientific Acumen	Safety Focus	Achievement Motivation and Perseverance
Managing Innovation	Communicating	Collaboration and Teamwork	Information Seeking	Business Acumen	Process Management	Self-Awareness
Managing Quality	Instructing	Organizational Savvy			Time Management	Adaptability
Team Building		Global Mindset			Planning and Priority Setting	Initiating Action
Coaching and Developing Others					Organizing and Documenting Information	Accountability
Delegating					Applying Standard Practices	Professionalism
Fact-Based Management						Continuous Learning
Strategic Talent Management						Extended Task Focus
Directing						Comfort with Ambiguity



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Caliper has added value to our hiring process, even though I have been an anti-assessment recruiter in the past. I have been converted.

Josh Brence,
Recruiter, Baxa Corporation

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Before we used Caliper, hiring was hit and miss, but now we have a scientific approach. Because of that, we have seen our turnover decrease by over 50%.

Kevin Obarski,
SVP, Global Sales, TransPerfect Translations

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