



Select, Coach, and Develop the Best Talent







We believe when leaders are empowered with a deep understanding of personality, they can develop individuals and transform their business.

Caliper does this by leveraging decades of personality and performance data that is unparalleled in the employee assessment industry. Let us help you select, coach, and develop your workforce.

Caliper Success Path



Certify



Select



Coach & Develop



Train & Learn



Analyze

Quick View

Report to quickly assess hourly roles against validated job models

Coaching Report

Coaching guide to help managers coach, develop, and onboard an employee

Caliper Precision Series

Self-paced, technology-hosted learning experience that provides specific skill development

Caliper Analytics

People analytics platform that helps users make data-driven decisions about talent

Selection Report

Interpretive report that includes fit score, behavioral interview questions, and onboarding tips

Individual

Development Guide

Detailed development report for employees to provide self-awareness and tailored development suggestions

OD Services

Three Sixties, in-depth coaching, team engagements, and other organizational change initiatives

Highlights

Summary report that highlights candidate scores and overall job fit



Certification

Empower yourself and your staff to administer and interpret the Caliper Profile assessment and deliver valuable insights to your organization.

You'll be able to utilize assessment data to make intelligent talent decisions across recruitment, onboarding, training, succession planning, leadership development, team building, and many other talent management initiatives. Caliper Certification is offered via public and private workshops throughout the year. An event schedule can be found on our website at www.calipercorp.com/certification.

Caliper Certification is designed to provide a detailed understanding of the Caliper Profile and how to leverage the tool to achieve business objectives.

- ✓ Complimentary personal assessment and 30-minute feedback session
- ✓ Online self-study (approximately 2-2.5 hours of virtual course work prior to the live workshop)
- ✓ Digital badge recognition upon course completion
- ✓ 1-day live workshop
- ✓ Two virtual group follow-ups to reinforce content proficiency
- ✓ 7.5 hours of Professional Development credits recognized by HRCI, SHRM, and ATD





Select

Leverage Caliper Profile data to pre-qualify, select, and hire the right people.

The Caliper Essentials™ report suite offers a selection-based report to add consistency to your hiring process. Reports are run against one of Caliper's validated Job Models or on five different report types (management, sales, technical, service, and other), with the ability to include a consultation from a Caliper expert. Caliper can also help you maximize the power of your Caliper Profile results by analyzing success criteria for roles and assessing company culture.

- ✓ Caliper Essentials for Selection
- ✓ Caliper Essentials Highlights
- ✓ Caliper Essentials Quick View
- ✓ Job Model Creation and Validation
- ✓ Company Success Models
- ✓ Competency Mapping
- ✓ ROI Study
- ✓ Surveys



Coach and Develop

Create a data-driven coaching and development culture that drives performance at your organization with the guidance of Caliper Profile insights.

The Caliper Essentials report suite includes a coaching report for the purpose of employee development and career advancement and an Individual Developmental Guide for candidate or employee use to help build a joint action plan with their manager. Reports are run against Caliper's scientifically validated Job Models or against your specific role.

- ✓ Caliper Essentials for Coaching
- ✓ Individual Developmental Guide



Train and Learn

Implement tailored skills-based training and employee development to maximize retention and increase employee engagement.

Caliper's training and organizational development solutions add consistency to your development process. Create a robust talent management program at your company, within any budget, using:

- ✓ Caliper Precision Series
- ✓ Expert Consultations
- ✓ Leadership Strategy
- ✓ Three Sixty Plus
- ✓ Specialized Coaching
- ✓ Team and Talent Audits
- ✓ Action Learning
- ✓ Succession Planning

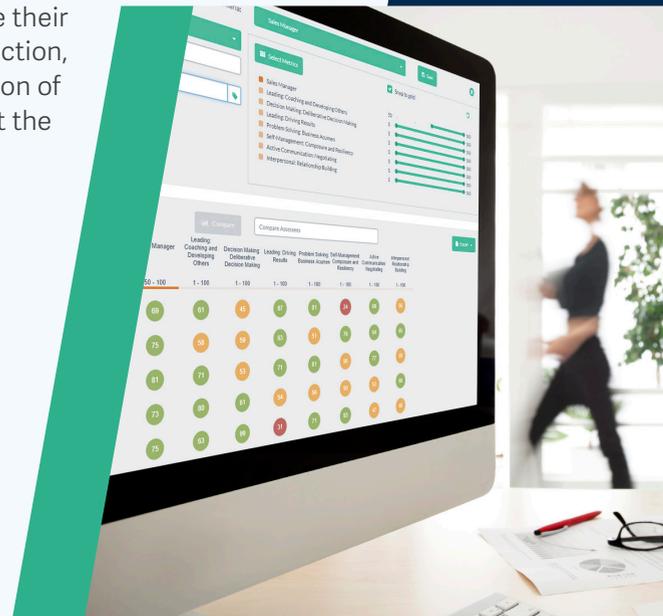


Analytics

Manage all your talent data on one dashboard.

Our award-winning platform, Caliper Analytics™ allows users to analyze their Caliper Profile assessment data to answer critical questions about selection, development, and workforce planning. Easily build a visual representation of your teams to support informed recruiting decisions or quickly pinpoint the differences between top performers and underachievers.

- ✓ Provides immediate access to workforce analytics tools based on the Caliper Profile assessment
- ✓ Empowers non-technical leaders with critical human capital insights and real-time analysis
- ✓ Allows you to create and save customized views to quickly identify and compare candidates and employees
- ✓ Enables you to sort and filter data, identify trends or outliers, and perform real-time comparisons
- ✓ Offers API integration with applicant tracking systems





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