CALIPER
ADVISOR
for Development

Caliper is a research–based, talent management company dedicated to helping organizations produce world class results by ensuring people are in the right role at the right time. With over 50 years of measuring people's alignment and performance at work, Caliper's talent analytics team use predictive models to help organizations select, onboard, develop and succeed their talent.

CALIPER INDIVIDUAL DEVELOPMENT

The *Caliper Advisor for Development* is a service that combines a robust online assessment with expert analysis and interpretation from a Caliper Client Advisor. Your Client Advisor will analyze and interpret the employee's assessment data in light of their current position (or future position if they are being considered for a promotion). This high-touch service results in extremely accurate, client-specific insights, and development recommendations.

CALIPER ADVISOR FOR DEVELOPMENT FEATURES

Verbal Debrief: The *Caliper Advisor for Development* is a fully supported service orchestrated by your Client Advisor. Trained to delve into the salient performance behaviours that impact your organization, your Client Advisor provides rich, objective insights that culminate in development recommendations.

The Caliper Advisor for Development Report: The report includes graphical representations of the employee's personality attributes and behavioural tendencies. The summary includes your Client Advisor's comments on how the employee can best leverage their innate strengths to perform key job activities. The report concludes with your Client Advisor's development recommendations.

- Includes a robust, online intake that takes approximately 45–60 minutes to complete. This intake results in a personal inventory that supports many Talent Management objectives (Selection, Onboarding, Development, Succession Management, etc.).

- Online intake and results/reports are secure. Reports are printable (as PDF), and can be saved to your hard drive as well as accessed securely online anytime.