



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 PRE-EMPLOYMENT ASSESSMENT

The *Caliper Advisor* 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 candidate's alignment to a specific role for which they are being considered. This high-touch service results in extremely accurate, client-specific insights, and a hiring recommendation. The *Caliper Advisor* is our most popular and flexible service because it includes a verbal debrief with your Client Advisor.

CALIPER ADVISOR FEATURES

Verbal Debrief: The *Caliper Advisor* 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 a hiring recommendation.

The Caliper Advisor Report: The report includes graphical representations of the candidate's personality attributes and behavioural tendencies. Your Client Advisor will summarize the candidate's potential performance in key job activities, how they are apt to behave in the workplace, and how closely they fit the position. The report concludes with your Client Advisor's hiring recommendation.

- 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.

