

CALIPER

THE INDIVIDUAL
Developmental Guide



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.

MAXIMIZE THE PERFORMANCE OF YOUR EMPLOYEES

How to fully utilize and build on an employee's strengths? How can you make annual reviews of employee performance more meaningful?

The Caliper Individual Development Guide, a special service derived from Caliper results, suggests a development program for each employee and supports in-depth coaching sessions.

The Individual Developmental Guide highlights job-related strengths, such as organizational ability, thoroughness in decision making, or a strong detail orientation. With this knowledge, your employees can look for opportunities that play to, fully utilize, and build on these strengths.

Areas for development may include: being more flexible, listening more attentively, communicating more forcefully, being more resilient in the face of rejection, or becoming a better team player. The report drives an action plan to help the individual set goals, make plans, and take action.

With their own Individual Developmental Guide in hand, employees will come away with specific, practical advice and a clear understanding of how they can continue to improve on the job and grow with your organization.

FEATURES:

As a manager, The Caliper Individual Development Guide facilitates a positive exchange of ideas about what employees need to do to keep growing with your company.

- **Identifies what really motivates each individual**
- **Highlights job-related strengths**
- **Pinpoints areas of developmental opportunity**
- **Provides practical suggestions for improving performance**
- **Improves your ability to coach individual employees**