



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.

MAKING EVERY CANDIDATE INTERVIEW COUNT BY ASKING THE RIGHT QUESTIONS.

How many times have you had a new hire flounder and you thought to yourself, “but they looked so good in the interview!”

The interview process is never easy and is getting more difficult all the time. Bookstore shelves are full of advice for job candidates on how to best present themselves during an interview, answer specific questions and make a good impression. Candidates often know exactly what to say and do to present themselves in the best possible light. As a result, it becomes even harder to get beneath the surface and discover which candidates are really well-suited to the job in question.

The best predictor of future performance is past behaviour, so getting candidates to let down their guard and be candid in discussing previous job experience is crucial when making a hiring decision. The interview process should be about asking targeted, behavioural-based questions. However, it is easy to be sidetracked during the interview and find yourself not asking the tough questions that need answers.

Caliper can help. Our Interview Guide provides customized questions based on each individual's Caliper Profile assessment. Instead of just asking “generic” interview questions, you can pinpoint specific areas and dig deeper to get the answers you need to be certain you are making the right choice.

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PRODUCT BENEFITS:

- An interview process tailored to each individual
- Specific questions that explore potential “red flag” areas
- By knowing what to look and listen for, interviewing skills are improved