CALIPER

PREDICTOR

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.

PRE-EMPLOYMENT SCREENING

The *Caliper Predictor* is an automated online assessment that screens candidates based on benchmarks for top-quartile performance in 9 Job Families.

PREDICTOR FEATURES

- Best-in-class screener for 9 Job Families
- Based on a short (25-minute) assessment
- Delivered instantly
- Includes **Position-Fit Index**

- Identifies performance in key job-related activities
- Affordable
- Ideal for assessing large numbers of candidates
- Predictor URL can be inserted into online recruitment ads

PREDICTOR JOB FAMILIES

- Administrative Support Specialist
- Customer Service Representative
- First-Line Supervisor

- Operator
- Project Manager
- Sales - New Business Development

- Sales - Account Development
- Account Service Specialist
- Processing Specialist

PREDICTOR FAQ

When to use Predictor versus Advisor?
Typically used for high-turnover, hourly, or entry-level jobs. These jobs usually have clear-cut duties that fit into one of the 9 Job Families.

What are Job Families?
Groups of jobs organized by similar tasks and responsibilities.

What is the purpose of Job Families?
Enable you to more precisely classify your company's jobs. Job Families also link Caliper traits to job-related behaviours and performance.

What is the Position-Fit Index?
A measure of how a candidate compares to others in terms of potential performance on the job (see screenshot below). There is a Position-Fit Index, a percentile from 1 to 99, for each Job Family. The Index has been calculated for each Job Family using performance information and traits.

What is the purpose of the Position-Fit Index?
Provides a specific, scientifically valid, and reproducible estimate of a candidate's potential for a particular job.

10	20	30	40	50	60	70	80	90

89%

WEAK FIT   STRONG FIT

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