



Enhancing self-awareness so that you and your team  
*can become more effective.*

CALIPER | **Three Sixty Plus**

*“Caliper’s Three Sixty helped point out a few things that I could do differently in terms of communicating with my team, and it really helped me become more confident in my day-to-day activities. Ultimately, having my team’s trust and support is critical, and the Three Sixty really reinforced that.”*

Hal Little, Director of Veterinary Field Services, Merial LTD

## Through Caliper’s Three Sixty process, you will:

- Support a performance culture
- Develop your high-potential employees
- Engender trust, loyalty, and engagement within your team
- Create more visibility for leaders



## What makes Caliper’s Three Sixty *Plus* so different?

Caliper’s **Three Sixty Plus** is unique in the marketplace in that it embeds our proprietary personality assessment, the **Caliper Profile**, into the Three Sixty process. As a result, you will be able to understand inherent personality motivations, strengths, and developmental opportunities in the context of how those behaviors are perceived by others.

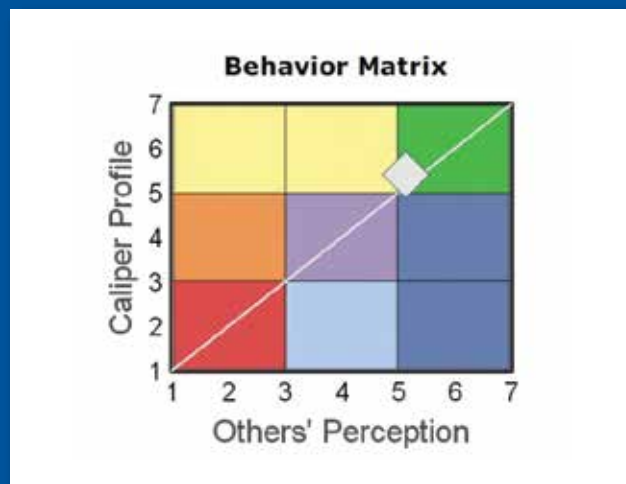
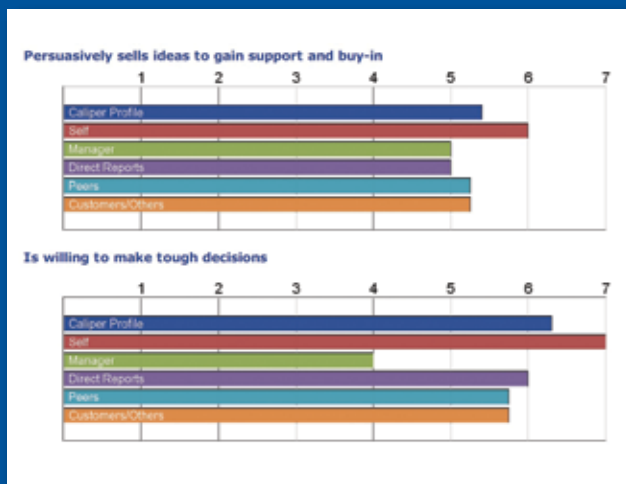
Also, by getting third-party feedback from a Caliper coach, your development initiatives will be leveraged in more meaningful ways. The feedback is confidential, and you will have your own Caliper coach to guide you through the process every step of the way to help identify gaps and create an action plan that will enable you to achieve your goals.

## What you get:

- Straightforward, in-depth feedback report integrated with insights from the **Caliper Profile**, with graphical representations of strengths, developmental areas, and perceptions from peers as well as a matrix showing the difference between performance and potential
- Two-hour feedback session with a Caliper coach
- Individualized action plan

*“Caliper’s Three Sixty became the diagnostic tool that took us to the next level in working with our leaders...I’ve gotten feedback from a number of people within the firm that they have noticed a dramatic change.”*

John Sumberg, Managing Partner, Bilzin Sumberg



## Three Sixty *Plus* Performance Feedback with Caliper Results

These graphs give you a quick glimpse of how perceptions can differ and where gaps exist in comparison to the individual’s **Caliper Profile** results.

In addition to these graphs, more specific, open-ended comments from raters allow you to analyze the ratings on a much deeper level. Then, a Caliper coach will help you examine and compare self-awareness with others’ perceptions to help you identify gaps, understand underlying themes, and build an action plan for development.

## Potential vs. Performance Comparison

The Caliper **Three Sixty Plus** has an added data point on a nine-box graph that represents the **Caliper Profile** results in relation to others’ perceptions of workplace behavior. A Caliper coach can help you interpret this information and provide insight into how differences in perception may have affected performance ratings. Your coach will help you understand where you are performing in terms of your potential, how others’ perceive you, and where the gaps lie – as well as what those implications mean to you. In partnership with your Caliper coach, you can then have more meaningful conversations that will shape a truly effective development plan.

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To learn more about Caliper’s **Three Sixty Plus**, and the full suite of Caliper employee development products, contact us today at 609.524.1400 or visit us online at [www.calipercorp.com](http://www.calipercorp.com).

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