

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. For over 50 years, Caliper has been the industry leader in successfully predicting and improving workplace performance for over 28,000 companies around the world.



Caliper's reputation has been built on the Caliper Profile – a scientifically validated personality assessment that has been refined with over 50 years of research and has a proven track record of accurately predicting workplace performance. The Caliper Profile is integrated into Caliper's approach to hiring and selection, employee development, and organizational development.

Hiring & Selection

How can you tell if an applicant really has what it takes? When it comes to selection, we can help you with everything from evaluating your most promising applicants to redesigning your current selection system.

On-Boarding: Caliper Accelerator – Give new employees a six-month head start. Help them become more engaged, more quickly, so they can work more effectively with their managers and colleagues.

Success Model – Hire more people like your top performers by knowing what qualities distinguish your most successful employees.

Applicant Screening: The Predictor – This unparalleled personality-based screener is perfect for entry-level and high-volume positions.

Interview Guides – Starting with your specific requirements for job success, we will develop a series of customized interview questions and teach you how to interpret candidates' answers to predict their future performance.

Job Analysis and Competency Modeling – This analytical approach improves hiring practices by isolating Key Result Areas for each position, establishing more relevant performance criteria, advancing strategic effectiveness throughout the organization, and helping identify high-potential employees at the beginning of their career.

Hiring Workshop – In this hands-on, comprehensive workshop, our consultants will bring clarity and consistency to your hiring process.

Validation Studies – When we link Caliper Profile results to the expected outcomes and tasks required for success in a specific role, you will significantly enhance your ability to hire the best candidates.

Certification Program – We have always felt an educated client will be the one most satisfied with our service. This seminar gives clients a greater understanding of how to interpret and best utilize Caliper Profile results.

Employee Development

Are your employees committed, motivated, and challenged? When you can pinpoint abilities, motivations, and growth opportunities, you will get the results you need.

Individual Developmental Guide – Based on insights from the Caliper Profile, this report can help individuals fully develop their performance potential.

Caliper Three Sixty Plus – This online feedback service combines an individual's self-image with feedback from peers, staff, and supervisors, as well as the in-depth results of the Caliper Profile.

Action Learning – With Action Learning, organizations solve critical and complex problems while simultaneously building strong leaders—in real time. This form of “learning by doing” is the primary method that leading companies worldwide are using to develop leaders, build teams, and improve corporate capabilities.

High-Potential and Leadership Development – These programs can help you identify and develop talented leaders within your company to drive your competitive strategy, support your values, and successfully secure the future of your organization.

First-Time Managers – When people are promoted to management positions for the first time, it is vital that appropriate tools, techniques, and guidance are provided to make a successful transition from being a member of the team to leading the team.

Team Development – Caliper consultants offer an effective approach to team building, which leads to an in-depth understanding of how the team currently works and what must be done to improve.

Training Programs – Our customized workshops take into account each individual's specific needs, inherent strengths, and personal style so they are extremely effective in helping everyone reach their full potential.



Organizational Development

How can you take your company to the next level? Developing your organization starts with gaining a clear, objective view of your corporate strengths and limitations.

Customized Surveys – The objective gauge of key issues—such as employee satisfaction, communication, compensation, and management effectiveness—gives us a true read on whether your company's plans and actions are having the desired effect.

Succession Management – We can help you assess your business strategy and find and develop talented leaders within your company to drive that strategy, promote your values, and successfully support the future of your organization.

Executive Coaching – This powerful process shows individuals how their leadership style impacts others, and enables them to connect

with their potential, motivation, and unique talents to develop strategies for achieving their personal and professional goals.

Change Management – We provide a structured approach to transitioning individuals, teams, and organizations from where they are to where they need to be for future success.

Talent Assessment and Identification – When you know how to assess the capabilities of your current staff, gauge the needs of your organization, and fill in the gaps between the two, the entire organization benefits significantly.

Mergers and Acquisitions: Integration of New Teams and Leaders – Caliper can help you assess and align talent, teams, decision-making, and culture to support a smooth transition. We can provide objective insight into the difficult decisions around workforce reductions and redeployment.