



CALIPER

The Individual Developmental Guide

An innovative way to help you maximize the performance of your employees

Features

- 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

As a manager, how do you get someone who has just been hired off to the best possible start? How do you help an employee who is struggling on the job? How can you make annual reviews and other evaluations of employee performance more meaningful?

Answers to these important questions begin with recognizing that, in order to keep your company growing, your people must grow as well. Employee development is the key to maximizing each employee's performance and raising your company to the next level of success. In our Individual Developmental Guide, a special report derived from the results of the Caliper Profile, you will find a wealth of information to help you devise a development program for each employee and conduct in-depth coaching sessions.

As a manager, you can work with each individual to facilitate a positive exchange of ideas about what they need to do to keep growing with your company. With this information, a person becomes more self-aware, gaining many insights into what makes him or her tick.

The Individual Developmental Guide also 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.

After reviewing strengths and areas of developmental opportunity, the Individual Developmental Guide offers a wide range of practical suggestions to help individuals improve in the areas that might be holding them back. 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. Guidance is given in the form of behavioral suggestions, so your employees can apply our recommendations to their real work situations. Additional resources are also suggested, so they can do even more to improve on their own. At the end of the report, an action plan is provided to help the individual set goals, make plans, and take action.

With their own Individual Developmental Guides 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 company.

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