



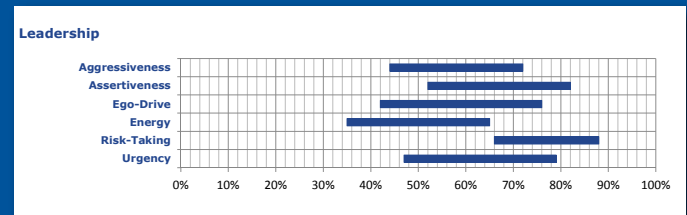
Get Increased Value From Your *Caliper Profiles*

**CALIPER** | Talent Audit



## Group Analysis

This section is a summary of performance potential. By taking a generalized view of the group, managers and leaders can better understand the dynamics of the team as a whole. For each attribute, the bar represents the average and the variation of all individual *Caliper Profile* scores for that particular attribute.



## The Caliper Talent Audit includes:

- *Caliper Profile* results for each team member
- A composite graph that outlines the attributes of your team
- Overlay graphs that compare individual attributes with the group composite
- A summary that analyzes and interprets the traits of the group

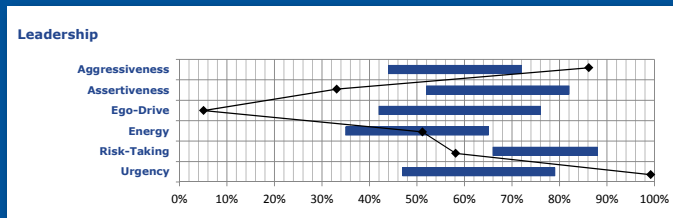
Using the data from *Caliper Profile* results to select and hire the best person for the role is only the beginning of how you can capitalize on the value of this information. Caliper's Talent Audit gives you significantly more return on your investment through diagnostic charts and summaries that show you – at one glance – the issues affecting your team and opportunities for improvement.

### Armed with this information, you have a powerful tool for managing your talent. The Talent Audit offers:

- An at-a-glance view of team composition with behavioral traits that mesh or conflict
- Aggregate strengths and weaknesses across your team
- A view of gaps in behaviors for targeted training (for individuals or teams)
- A team competency snapshot for newly assigned managers

## Individual Overlay

On a more individualized level, managers and leaders can better understand how each staff member aligns with the averaged attributes of the entire team. The overlay line indicates how that individual scores against the rest of their team.



## Individual Potential: Leadership

Leadership potential of individual team members can also be assessed. This graph provides an overview of the group's potential in the core behaviors related to the leadership performance area, with red representing lower scores, yellow indicating mid-range scores, and green representing high scores. These scores are based on various combinations of the attributes measured in the *Caliper Profile*.

Potential in Leadership Behaviors				
Name	Persuasively sells ideas to gain support and buy-in	Is willing to make tough decisions	Establishes goals, priorities, and expectations for staff members	Is persistent
Reid Barret	36	46	39	89
Edmund Gates	91	76	39	74
Ira Greenberg	95	94	93	96
Jonathan Houser	70	91	80	80

The Caliper Talent Audit can be used as part of larger initiatives such as workforce planning, leadership development, team analysis, and succession planning. The integrated approach of our data analysis experts and employee development specialists gives you everything you need to map out a success track for your employees – and your entire organization.

### With the benefit of these detailed reports, you will be better prepared to:

- Identify and develop your high-potential talent
- Focus your coaching more effectively
- Create a succession plan
- More effectively resolve conflict
- Develop training programs closely aligned to potential

When you are able to identify your team's overall dynamics and determine how each individual works with the team, you can create more open and honest conversations and build road maps for your high-potential employees. Ultimately, your team will be able to handle conflict better, become more engaged with your company, and produce the results with the greatest impact on your bottom line.



To learn more about Caliper's Talent Audit, 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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