



## *Bringing clarity and accuracy to your hiring process.*

When you think about the people in your company, do you have more questions than answers? Are you sure that you are hiring the people who are most likely to thrive in critical roles? Do your employees understand the responsibilities and performance expectations of their positions? Do you have objective ways to measure potential and performance? Do you want to improve your hiring recommendations?

Caliper can support you in finding answers and help you align individual performance with company goals and strategies. By engaging in a Validation Study, you can help ensure that your organization's hiring, promotion, and professional development decisions are on the right track.

### **A Validation Study Helps You:**

- Learn to determine an employee's job fit
- Establish a structured, standardized, and consistent approach to hiring for critical roles in your organization
- Assess candidates and current employees on the competencies most critical for success within your company
- Develop job performance standards that let employees know what is expected
- Create criteria for gathering ROI data
- Understand what it takes to be successful in your roles based on your company culture

### ***What is a Validation Study?***

A Validation Study is a scientific approach used to ensure that an assessment measures what it is intended to measure and that assessment scores are statistically related to performance data. This process allows us to scientifically link the Caliper Profile to job performance for the purpose of measuring candidates' potential for success in a particular job or job family.

The result of a Validation Study is a custom reporting format that integrates an understanding of the individual's motivations and behavioral tendencies with the performance requirements for the role. The performance requirements used for this study will align with your company's goals and strategies. This statistical integration of potential, behavior, and results provides the basis for a more accurate and effective process to making selection, hiring, succession, and development decisions.

### ***Why Should You Conduct a Validation Study?***

#### **Enhanced Accuracy When Making Hiring Decisions**

Conducting a Validation Study allows you to scientifically link Caliper Profile results to the expected outcomes and tasks required for success in a role. This will significantly enhance your ability to hire the best candidates for your specific positions.

#### **Targeted Employee Development**

Validation Studies provide a clear illustration of the tasks and personality traits that are most closely related to high performance. Once we have gathered this information, Caliper will partner with your company to create training and development initiatives. We will specifically focus on closing gaps between current performance and what is required to meet and exceed your organization's goals.

#### **Positive Return on Investment**

Conducting a Validation Study allows us to collect performance data related to your company's goals and tie the information directly to our services. This will enable you to clearly see the return on investment realized by partnering with Caliper.

#### **Comprehensive Legal Defensibility**

By conducting a Validation Study, you are helping to ensure that your hiring practices are fully compliant with EEOC, ADA, and other legal protocols related to effective and fair hiring and promotion practices.

## Validation Approach

When there are more than 40 people in a specific role and sufficient objective performance data is available for these individuals, Caliper recommends conducting a Validation Study that leverages both performance and employee potential information. We will work with you to create useful performance data by means of a supervisor survey if no clear, objective data exist.

### **This process involves:**

- Conducting a thorough job analysis
- Developing a Competency Model, if necessary
- Collecting a sufficient sample of Caliper Profile results and objective performance data for people who currently hold this position
- Statistically evaluating and integrating Caliper Profile attributes and performance data
- Developing a scientifically based model of success that aligns potential, behavior, and results
- Creating a custom report that is specific to your role

Caliper offers Validation Studies with five deliverable options, depending on your needs. These options are summarized below.

#### **1. Customized Selection Report**

- a. This report includes a job-match/position-fit score that indicates the candidate's potential for success in a role.
- b. It also includes the candidate's potential scores on relevant job-related behaviors from Caliper's behavior database.

#### **2. Customized Selection Report with a Competency Model**

- a. In addition to providing the deliverables in Option 1, Caliper will create a Competency Model for the given role, based on information obtained through the job analysis. These competencies can be used for other areas of the human resources life cycle, such as:
  1. **Onboarding:** Demonstrating what is expected in this position.
  2. **Training and Development:** Creating continuing education courses based on the competencies needed to be successful in this role.
  3. **Performance Evaluation:** Clearly displays how success is defined and provides the means for measuring employees against those criteria.
  4. **Promotion Decisions:** Identifying high-potential employees who exemplify these competencies.

#### **3. Customized Selection Report with Integrated Client Competencies**

- a. In addition to providing the deliverables in Option 2, Caliper will utilize the newly created Competency Model (or a client's existing Competency Model) to create a customized Selection Report. This report will feature candidate potential scores for client competencies and critical behaviors.

#### **4. Customized Selection Report with Integrated Client Competencies and Developmental Suggestions**

- a. In addition to providing the deliverables in Option 3, Caliper will create tailored developmental suggestions and incorporate them into a custom Development Report for employees. These suggestions would provide practical advice for enhancing competencies or behaviors that the organization finds critical to success.

#### **5. Customized Selection Report with Integrated Client Competencies, Developmental Suggestions, and Interview Guide**

- a. In addition to providing the deliverables in Option 4, Caliper will create a custom Interview Guide based on critical competencies and behaviors in order to help standardize - and maximize the value of - your interview process.

Attaining your company's strategic objectives requires a clearly understood vision, a firm commitment from upper management, the right people in key positions, and a way to measure and reward employees based on performance. Partnering with Caliper to conduct a Validation Study will enable you to align all of these factors and ensure that your talent-management system is in line with best practices in the industry.

***Our approach combines precise assessments with expert advice to provide you with specific solutions for achieving peak performance. Whatever your talent management challenge may be, Caliper can provide you with the information needed to make knowledgeable, informed, and objective business decisions.***