CALIPER

The **Caliper Profile** is a scientifically validated assessment instrument that measures job-performance competencies. Validated by almost 60 years of research, the assessment measures strengths, motivations, and areas of opportunity as it relates to the workplace.

The Caliper Profile *IS*

- ✓ A measurement of natural tendencies and motivation
- ✓ A way to gain insight about individuals beyond interview, references
- ✓ A predictor of how natural tendencies may impact performance on the job
- ✓ A tool to jumpstart onboarding

The Caliper Profile *IS NOT*

- ✗ A "test" — individuals do not pass or fail
- ✗ Timed, though it takes an average of 70 minutes to complete
- ✗ An indicator that high trait scores are "good" and low trait scores are "bad"
- ✗ The sole data point when deciding whether or not to hire or promote

USI
INSURANCE SERVICES ®

ESSENTIALS for Selection

- Tool for hiring managers/recruiters/decision makers
- Includes overall "fit" (1-99 scale)
- Behavioral Interview Questions & Management Recommendations
- Not to be shared with candidate/employee directly

ESSENTIALS for Coaching

- Tool for managers for the purpose of coaching existing employees
- Coaching Questions to explore opportunities
- Management Recommendations to enhance performance
- Not to be shared with candidate/employee directly

ESSENTIALS Individual Developmental Guide

- Tool for individual for onboarding, development, or coaching
- Includes Natural Strengths and Developmental Opportunities
- Style Guide supports leveraging individual preferences to succeed
- Encourages awareness, accountability, and actions
- Joint Action Plan guides next steps and goal setting

- **Review key findings with dedicated Caliper Consultant**
- **Get a deeper dive into personality factors**
- **Compare multiple candidates**

SCHEDULE A CONSULTATION

To schedule and for more information: **www.calipercorp.com/usi**