



Caliper Predictor

"The Predictor definitely drills down on the personality characteristics that are difficult to uncover through an interview alone.

The assessment is quick, and the instant report we receive is great. It's informative, easy to understand and offers useful tips for the best way to work with someone when you first bring them on board."

Connie Berger
Development Manager,
Human Resources
Seitlin Insurance

Helping you hire right—right now.

Imagine knowing with certainty—not just guessing or hoping your gut feeling is right—*but really knowing* which promising applicants have what it takes to succeed. And which ones are likely to fall short.

After an applicant completes Caliper's quick, 30-minute assessment, you will immediately delve beneath the surface of the interview and résumé to get a clear picture of the individual's job-related strengths and areas of concern.

When you have a large pool of applicants and multiple positions to fill, these instant, accurate results help you make quick, confident decisions about which candidates are the best to bring on board.

Here's how and why it works:

Unlike other quick assessments, the Predictor categorizes your position into one of nine distinct Job Families. Using the performance data on more than 10,000 individuals, we have determined which personality traits and behaviors lead to success within each family.

Your Caliper consultant helps you complete an online "Job Profile" and assigns the position you need filled to the appropriate family. This will give you a clear understanding of the primary tasks and responsibilities of each role and knowledge of exactly what it takes to excel in that job.

After candidates take the assessment, a Position-Fit Index shows you immediately who is a strong fit for the role and who is not. In addition, easy-to-read graphs indicate how each candidate's personality characteristics compare to those of others who have performed successfully in similar roles.

CALIPER

Real People. Real Challenges. Real Solutions.

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PRODUCT FEATURES:

- *Concise, 30-minute online assessment*
- *Immediate results*
- *Position-Fit Index tells you how likely someone is to succeed*
- *Uses "Job Families" to accurately define what it takes to excel in each position*
- *Easy-to-understand graphs show your candidate's scores on the personality traits and behaviors that are central to success in the specific role*
- *Attractive price for high volume, high turnover positions*

The *Predictor* report ends with a section on Recommended Next Steps to help those individuals you decide to hire get off to the best possible start.

Getting started is simple.

- 1 – Contact us to help you complete your Job Profile.
- 2 – You'll receive your login information and instructions.
- 3 – Login to Caliper Online Services on our website.
- 4 – Follow the instructions to set up your candidate to take the Predictor.
- 5 – Have your candidate complete the Predictor.
- 6 – After receiving the email notification that an assessment has been completed, login to Caliper Online Services where you can view and manage reports.
- 7 – Make an informed, confident decision about who to hire.

If you'd like more information on how Caliper can help you **quickly, easily and accurately hire the best people for your high-volume positions**, please call us today at **609-524-1200**.

About Caliper

Caliper can help your company achieve peak performance by aligning the potential and motivations of individuals with the goals of your business. Our expertise and accuracy, combined with the depth of our personal approach, has enabled us to provide objective, adaptable solutions for over 25,000 companies for nearly a half-century. By helping you select the right people, manage individuals more effectively and develop productive teams, we are able to bridge the gap between where your company is and where you'd like it to be.

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