



# CALIPER

**New**

**NACD Strategic Partner**

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. Caliper's reputation has been built on the Caliper Profile - a scientifically validated personality assessment that has been refined with over 50 years of research and has a proven track record of accurately predicting workplace performance. The Caliper Profile is integrated into Caliper's approach to hiring and selection, talent development, and corporate culture.

## Discounted Rates Available to NACD Members & Affiliates

### Pre-Employment

***For all job positions:***

Most clients use the **Caliper Advisor**, our most popular report. The Advisor improves hiring results and gives job-match recommendations. The Advisor helps when hiring for salaried positions or making a choice between final candidates.

***If you want to make sure you're asking the right questions:***

**Structured Interview Guides** help you ask behaviorally based questions about past performance so you can predict future performance. We give you the most impactful questions to ask, the way to ask them, and how to interpret the responses so you can make the most of every interview.

***If you want to make sure you have right people for critical jobs:***

**Validation Studies** pinpoint the traits that relate most directly to top performance in a specific job role. So, when you compare this information with the traits of your most promising applicants, you can immediately see who has the greatest potential for succeeding in your organization.

### Talent Development

***For all job positions:***

The **Caliper Accelerator** provides employees with a way to improve their performance, transition to a different role or get up to speed quickly in a new position.

***For managerial positions:***

**Three Sixty Plus** provides a unique combination of external ratings, self-ratings, and Caliper Profile results on twenty-two different performance areas. Managers gain deep insight into how their own perceptions of their performance and management effectiveness compare to the perceptions of their direct reports and team members.

***For high-potential employees:***

**High-Potential Employee Development** focuses on developing bench strength by identifying and developing talented leaders within your organization.

### Corporate Culture

***For teams:***

**Caliper Talent Audit** helps identify your team's overall dynamics and determine how each individual works with the team. With this process you can create more open and honest conversations and build road maps for your high-potential employees.

***For the organization's long-term goals:***

**Succession Management** will help you assess your business strategy and continue to develop the leadership talents of the individuals who are the best suited for driving that strategy, promoting your values, and successfully supporting the future of your organization.

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