



Caliper Three Sixty Plus

PRODUCT FEATURES

With One-on-One Consultation

- *Caliper Consultant provides individualized feedback*
- *Thorough understanding of colleagues' perceptions*
- *Helps build on strengths and overcome problem areas*
- *Establishes goals for managing performance and achieving company objectives*

Streamlined Approach

- *Integrates Caliper Profile results into final report*
- *Web-based, easy to use*
- *Self-administered results*
- *Straightforward feedback report on strengths, developmental areas and insights from peers*

Helping individuals improve their job performance.

Are your employees aware of their strengths and shortcomings and what they can specifically do to improve? Do they understand how their peers' perceptions of them relate to their effectiveness on the job? Would you like a consistent, comprehensive process for helping your employees improve their performance?

As a manager who wants to help employees become as effective as possible, your job is to identify talent, develop potential and remove roadblocks. And often, the biggest roadblocks center around an individual's lack of awareness and direction. The Caliper Three Sixty Plus sheds light on areas where employees can improve, especially related to how co-workers feel about their performance, and provides guidance for tapping into their natural strengths and taking the steps necessary to make real change.

"We were able to develop our management team and also strengthen our company as a whole. Now, we have succession planning in place as we continue to grow in the right skill set," explains Cindy Gerathy, HR Manager of Belimo Aircontrols, Inc.

Why Use Caliper's Three Sixty Plus?

- Using the results from our in-depth personality assessment, the Caliper Profile, you can effectively measure an individual's characteristics, motivation and potential for success in a specific role.
- Ratings received from peers, direct reports, supervisors and, where appropriate, customers provide insights into an individual's performance.
- Comparing the self-image of the individual with the ratings of others, along with the Caliper Profile results, can provide information about where the individual is strong and gaps that need to be filled with measureable action plans.
- The Three Sixty Plus provides solutions either through a comprehensive coaching session with a Caliper Consultant or through self-administered results.

"We were able to develop our management team and also strengthen our company as a whole."

*Cindy Gerathy,
HR Manager,
Belimo Aircontrols, Inc.*

CALIPER

Real People. Real Challenges. Real Solutions.

“The Caliper Three Sixty Plus delivered insights into our leaders’ strengths, along with highly targeted developmental activities.”

*Diane Brown,
Divisional Vice President,
Thomas & Betts*

Three Sixty Plus with Consultation

Caliper believes that a thorough consultation on the survey and personality assessment provides optimal benefits for each participant.

“We had 12 operational leaders from our manufacturing plants, and we wanted to provide a highly-effective way of leadership development, personal development and coaching for them. We found that the Caliper Three Sixty Plus delivered that,” said Diane Brown, Divisional Vice President of Thomas & Betts.

Working one-on-one with the participant, a Caliper coach highlights any differences between how this individual evaluates his or her own job performance and how others view it. The coach also explains how the participant’s unique personality characteristics impact the job and how this information can be used to make changes. The process leads to a higher level of self-awareness.

As Cyndi Sax, the Vice President of Client Services at Caliper shares, “A Caliper consultant skillfully looks for trends and gaps to gain some insight into how effectively a person is carrying out the responsibilities of their role. Then they are able to determine where their strengths are and where there might be some developmental opportunities or ways for them to leverage their strengths to a greater degree.”

With the in-depth knowledge gained during a Caliper Three Sixty Plus evaluation, the participant and coach are able to put together a detailed action plan that identifies specific steps to improve job performance, job satisfaction, and professional relationships.

Streamlined Approach

Caliper offers a streamlined approach if cost is a concern. You can receive the same written report without a consultation. For non-executive level positions, or if you plan on doing a high volume of Three Sixties, Caliper can provide the flexibility you seek.

Our alternative approach will allow the participant to receive self-administered results in an easy-to-use, web-based format. The Three Sixty Plus Feedback Report contains a summary of all the ratings received as well as the added insight of the Caliper Profile.

The Three Sixty Plus Feedback Report outlines a performance comparison between how the participant rated their performance versus how other people rated them. Also, developmental suggestions are included along with a section where the participant can organize an Individual Development Plan with their manager.

Conclusion

The results of the Caliper Three Sixty Plus are confidential and go directly to the participant. The process is not meant as a way to formally review an individual for compensation or advancement. Rather, it is an approach for enhancing performance. When colleagues understand they are being asked for feedback solely to help an individual better him or herself, rather than impacting that person’s potential raise or promotion, for example, they tend to be much more open, offering solid, meaningful suggestions for improving performance.

When individuals understand how their job performance and behavior affect those with whom they work, and when they gain a clear understanding of where this behavior comes from, they can take the steps required to correct difficulties that are interfering with productivity and their overall effectiveness. Caliper’s Three Sixty Plus enables individuals to enhance their self-awareness, open lines of communication, develop detailed plans for achieving behavioral goals and take personal ownership of their own learning and growth process.

Ultimately, as individuals learn more about themselves, while understanding how to address shortcomings and play to their strengths, they can work more effectively with each other, and the organization as a whole thrives. ■

About Caliper

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. For nearly a half-century our expertise and accuracy, combined with the depth of our personalized approach, has enabled our consultants to provide the objective insights needed to help more than 25,000 companies succeed.

By helping you hire 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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