



CALIPER ASSESSMENT  
FEATURES OVERVIEW

# CALIPER EVALUATIONS

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## **A DEEPER UNDERSTANDING OF CANDIDATE APTITUDE AND JOB FIT**

Our Intelligent Hiring Framework includes comprehensive interview guides and assessments for a holistic look at a candidate's aptitude for success. One of these tools is Caliper, the leader in personality assessments.

TESTING WITH CALIPER HAS BEEN SHOWN TO BE THE BEST PREDICTOR OF CANDIDATE SUCCESS, WITH ASSESSMENTS TAILORED AND SCORED UNIQUELY TO EACH ROLE'S JOB DESCRIPTION.

Caliper is recognized as the industry leader in predicting candidate success, bringing 50 years of psychological research across 30 job families to measure aptitude and abstract reasoning across any role in your organization.

Caliper is a Hireology assessment tool to test candidates for role fit, abstract reasoning, and problem solving skills. Each assessment is evaluated across 30 job families representing everything from entry-level salespeople through upper management executives. Once a candidate submits their assessment, Caliper's team of psychology professionals reviews the results, mapping the responses to attributes aligned to a specific job description.

Like Hireology, Caliper evaluates each role individually, knowing that the skills and traits needed for success vary from position to position.

FOR HIRING MANAGERS, CALIPER IS INTEGRATED DIRECTLY INTO THE HIREOLOGY WORKFLOW FOR A SEAMLESS USER EXPERIENCE.

Hireology and Caliper are tightly integrated, ensuring tests are evaluated as quickly as they are completed, for an incredibly accurate and timely evaluation.

We recommend administering a Caliper test after the element phone interview and before the in-person achievements interview.

## **HIREOLOGY RECOMMENDS CALIPER TESTS TO PREDICT CANDIDATE SUCCESS FOR A VARIETY OF REASONS:**

- The forced-choice question format asks situational questions in a variety of ways to combat falsified answers
- Caliper tests aptitude, job fit and abstract reasoning: 3 key indicators of candidate success
- Test results are actionable & easy to understand across key attributes customized to the role

Caliper assessments are available within the Candidate Skills Testing workflow directly within Hireology. Once taken, candidate results will be shown within the Candidate view of your account.

When it comes to gauging candidate potential, a structured interview process, abstract reasoning assessment and Caliper aptitude test are the best ways to predict success. By partnering with Caliper, we're excited to bring the most comprehensive candidate assessment tools available to our customers.

## **CALIPER BEST PRACTICES**

### GETTING THE MOST OUT OF CALIPER TESTS AND HOW TO UNDERSTAND RESULTS

- We consider it a best practice to administer a Caliper test to all candidates. Research has shown it is the highest predictor of job success, even more than the interview.
- Hireology recommends sending a Caliper test immediately following an elements phone interview, before the in-person achievements interview. This allows you to eliminate candidates who may interview well but lack the aptitude to succeed in the position, allowing you to invest your time with the most candidates.
- Candidates who score above a 60% on the Overall Function Fit Index in the candidate report are considered strong fits for the role.
- The same assessment test is given to all applicants regardless of the role they are applying for. For the specific role fit, questions are simply scored differently since there are no wrong answers.
- In the candidate report, the final page will include an Attribute Graph, highlighting the key components seen as the most important to being successful in the role ranked with the candidate's results ranked on a 1 - 100 scale.

For more details on using Caliper as part of your Hireology experience, contact your customer success manager today.