

CALIPER | IDG

Individual Developmental Guide



Features:

- Highlights job-related strengths
- Pinpoints areas of developmental opportunity
- Provides practical suggestions for improving performance
- Improves Managers' ability to coach individual employees
- Can be used both as a primary product, which includes the written report and a verbal consultation, and as an add-on report
- For effective onboarding, IDG can be upgraded to include the Accelerator service package, which includes a written report and two additional verbal consultations (one with the Manager and one with the employee)

Benefits:

- Is used most successfully for development
- Uses a soft, candidate-oriented approach to give developmental feedback
- Employees will have a clear understanding of what they have to do to reach their full potential and grow with the company
- Works effectively for any position
- Provides additional service options for more in-depth development and onboarding opportunities

Best Uses:

- For clients who want suggestions to address areas of development
- Can be useful during the new employee onboarding process and with current employees during annual reviews
- Employees can receive verbal consultations from a Caliper Advisor, which will help employees gain a deeper understanding of their Profile results and understand how they can best work with their Managers and the organization as a whole

Description:

The IDG is a customized report based on an individual's **Caliper Profile** results. The report highlights the candidate's personal motivators, job-related strengths, and areas of developmental opportunity. The IDG offers a wide range of practical suggestions to help individuals improve in areas that might be holding them back, and it also provides a list of Suggested Resources. Employees will come away with specific, practical advice and a clear understanding of how they can continue to improve on the job and grow with your company.

For more information on Caliper IDG, visit calipercorp.com or call (609) 524-1200.