



# CALIPER

*Solutions for peak performance*



**Assessment of:**

Mr. Sample

13/545 St Kilda Rd,  
Melbourne, Vic 3004  
Tel: 03 95105158  
Fax: 03 95298850  
[www.caliper.com.au](http://www.caliper.com.au)



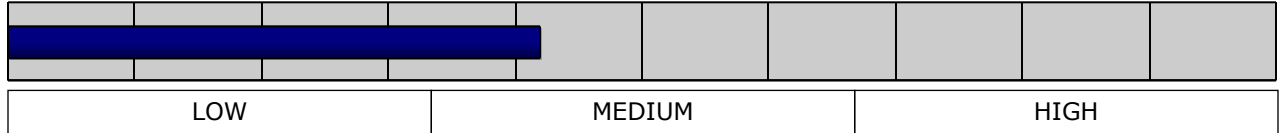
**SCHOOL OF INSPIRED LEADERSHIP**

**Assessment of:**  
*Mr. Sample*

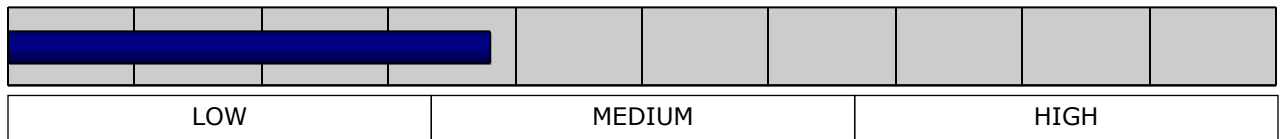
*This report has been written to provide information regarding potential behaviors and characteristics, based upon the Caliper Profile assessment. As a cautionary note, the information presented in this report must be considered in light of other behavioral, performance, and background information about this individual.*

**Potential Index**

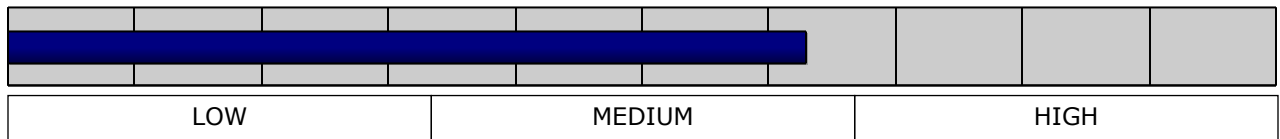
**LEADERSHIP**



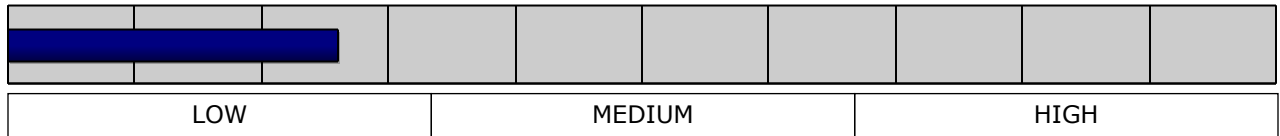
**INFLUENCING**



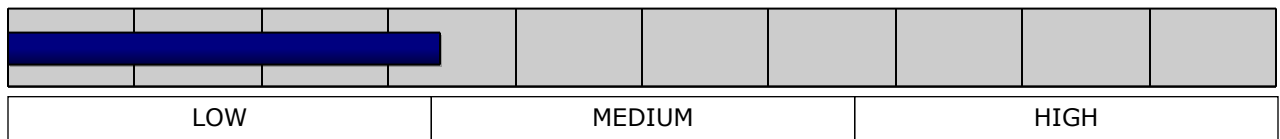
**MANAGING RELATIONSHIPS**



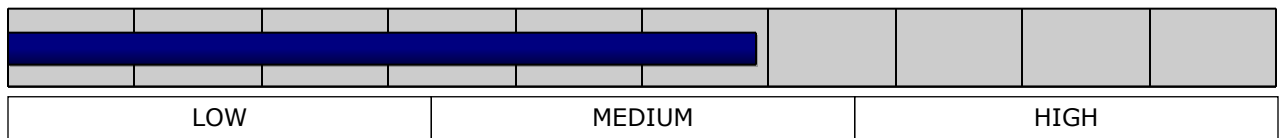
**PROBLEM SOLVING/DECISION MAKING**



**PERSONAL ORGANIZATION/TIME MANAGEMENT**



**SERVICE/CONSULTING**

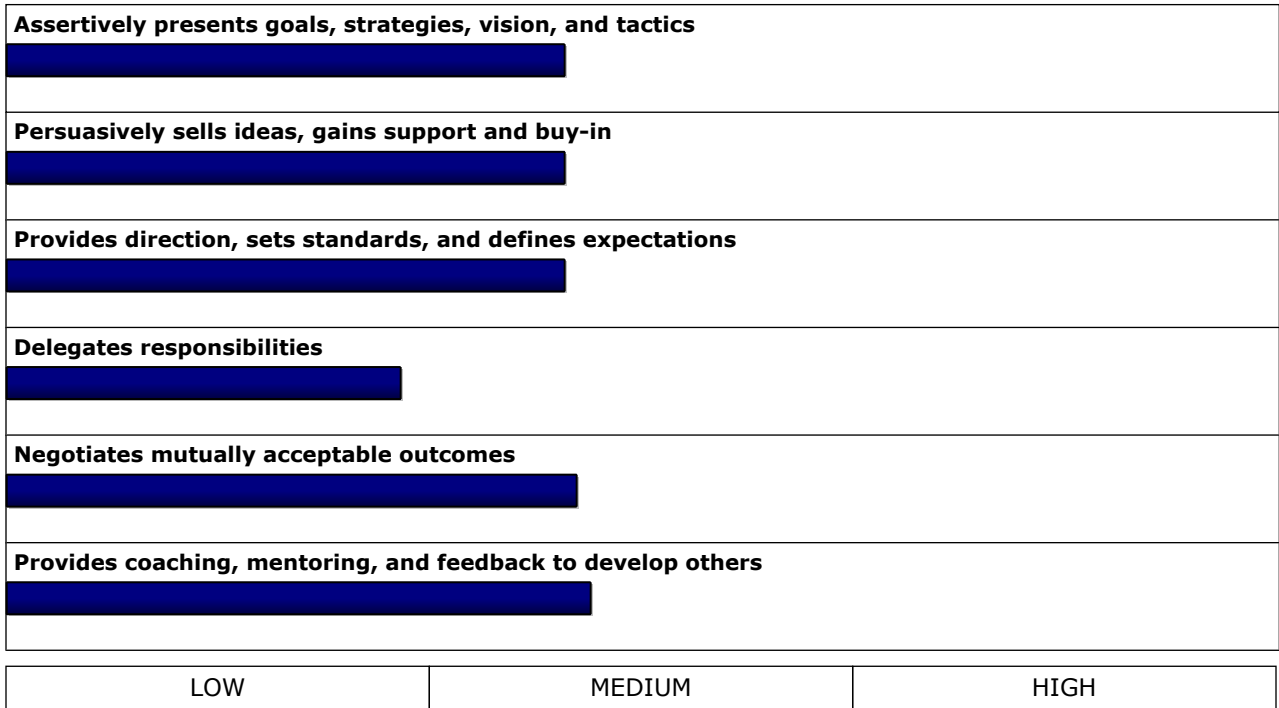


## LEADERSHIP

Effective Leaders or managers must be capable of assertively presenting their goals and ideas in a confident and straightforward manner without damaging the confidence or self esteem of their reports. They must have the drive and empathy to be persuasive when necessary and able to provide clear direction in order to convey expectations and provide feedback. They require the ability to delegate and follow through, and to negotiate win-win outcomes.

The scales below indicate how likely this individual is to demonstrate leadership behaviors.

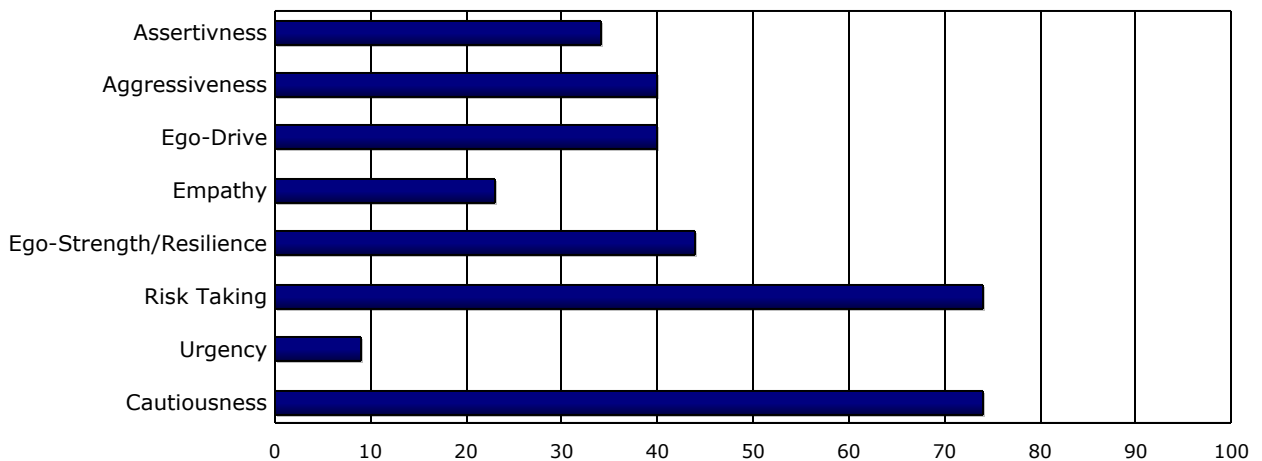
### BEHAVIORS



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

### TRAITS

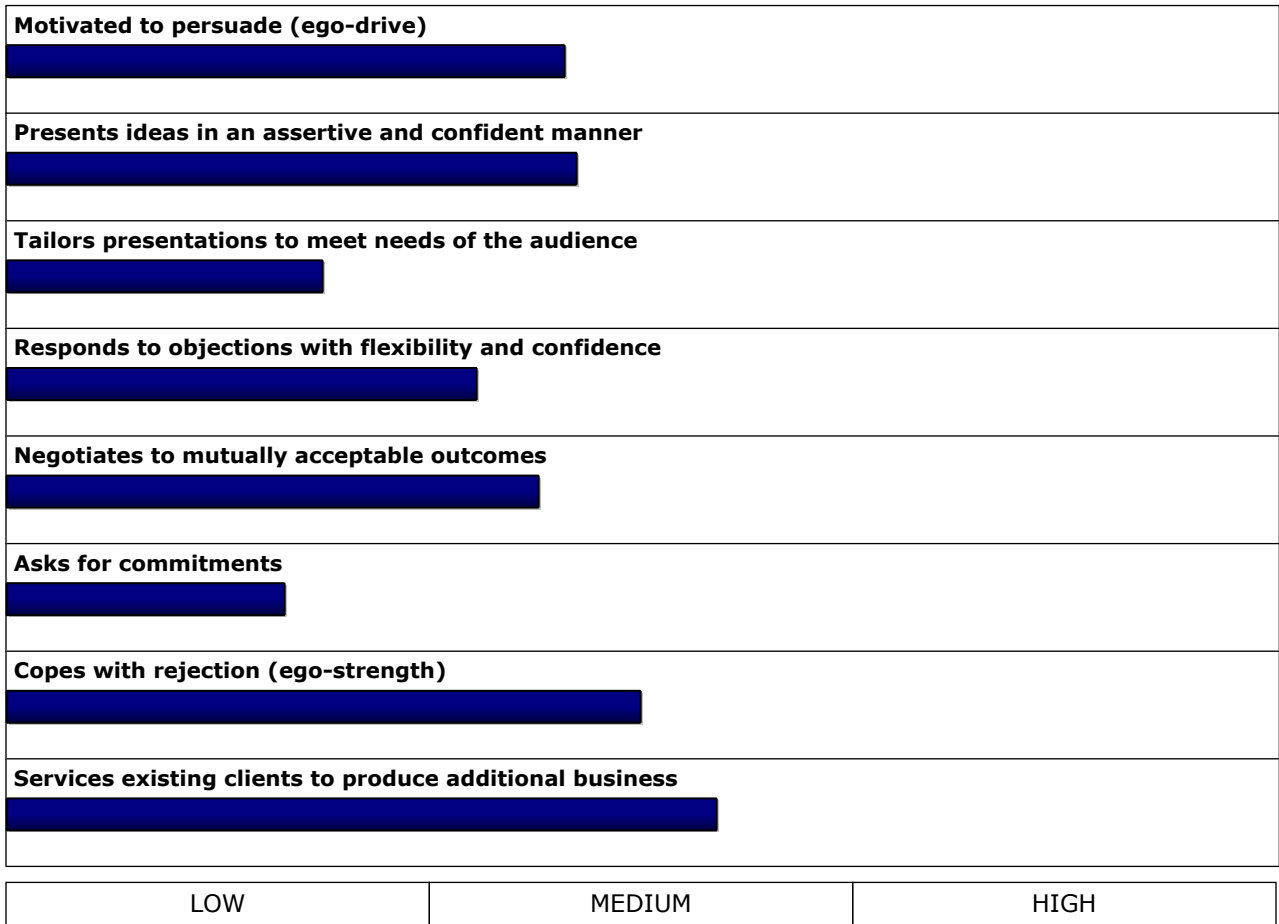


## INFLUENCING

Influencing is marked by a strong inner drive to convince another person or group of the value or merit of an idea or product. Those who are successful in influencing activities tend to demonstrate high levels of ego-drive, are guided by a strong sense of empathy to understand the needs of others, and shape the approach to meeting their needs and requirements.

The scales below indicate how likely this individual is to demonstrate influencing behaviors.

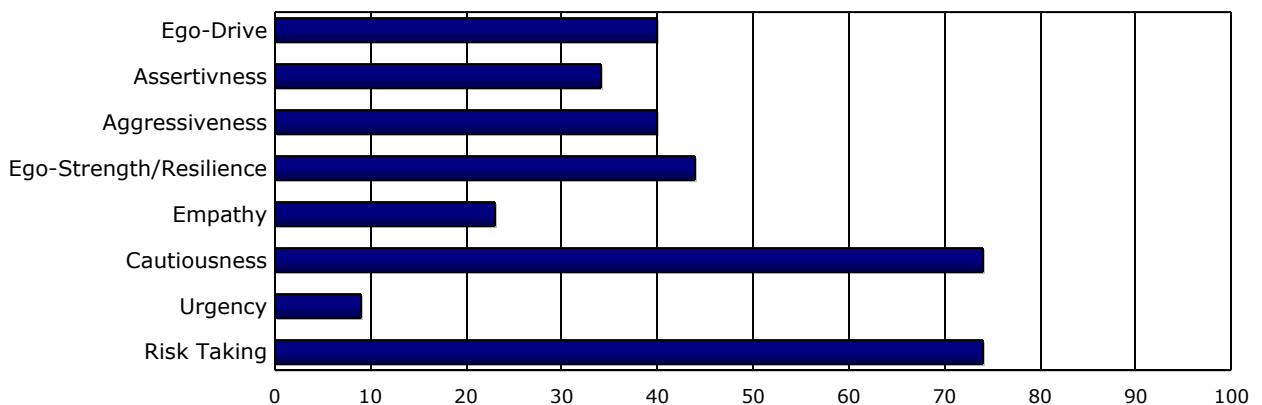
### BEHAVIORS



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

### TRAITS

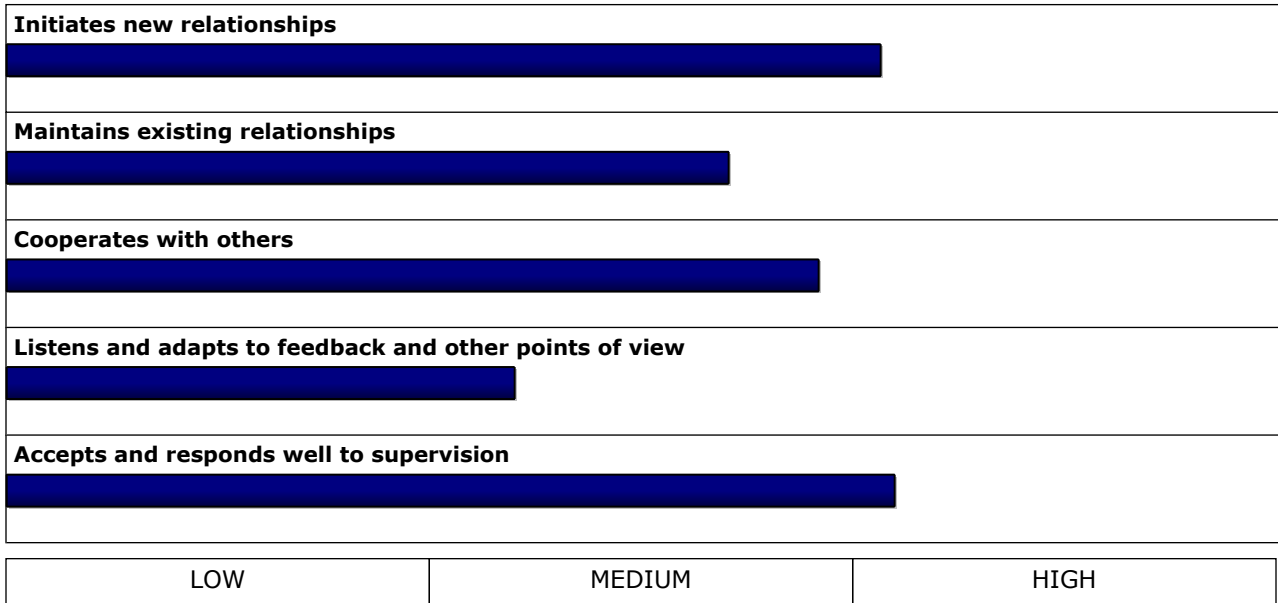


## MANAGING RELATIONSHIPS

Effective communicators are able to adjust and modify their messages and styles of presentation to meet the needs and expectations of the audience, while at the same time accomplishing their own mission. They possess the capacity to work in a team, and communicate with others in order to accomplish goals.

The scales below indicate how likely this individual is to demonstrate effective interpersonal behaviors and manage relationships.

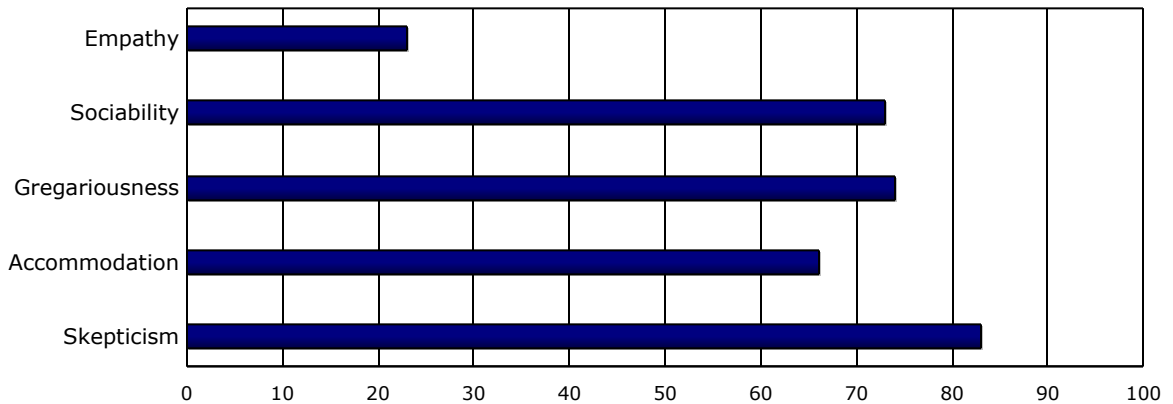
### BEHAVIORS



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

### TRAITS

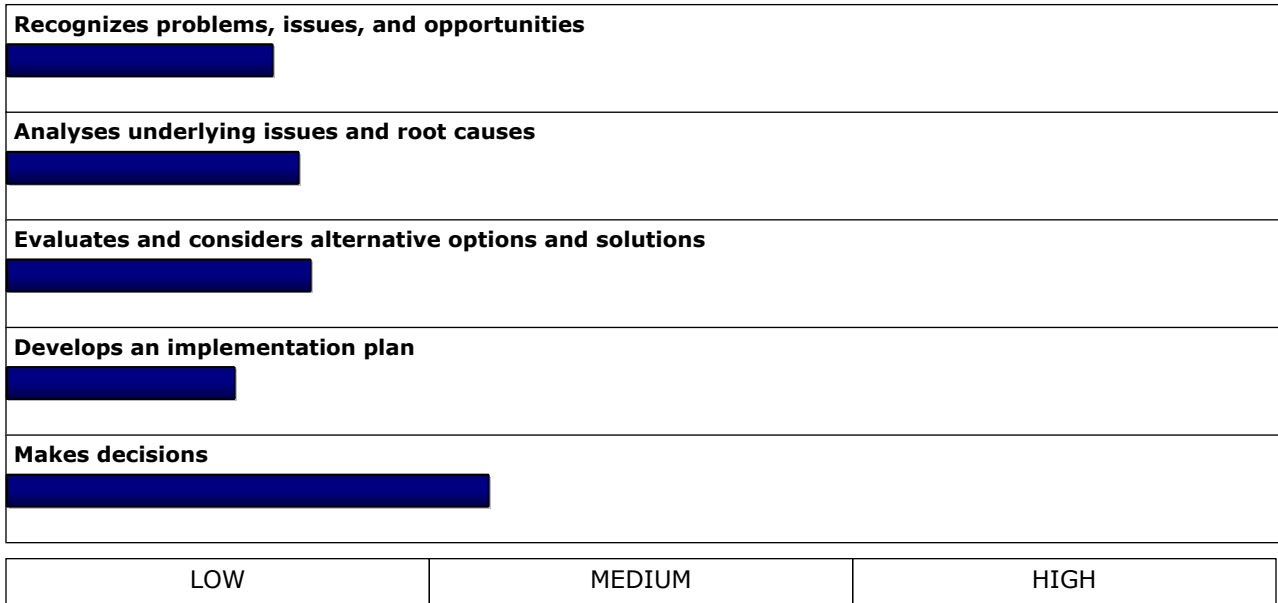


## PROBLEM SOLVING/DECISION MAKING

All roles require an individual to recognize problems as they arise, undertake an appropriate level of analysis, and implement a strategy for resolution of the issue. While some roles require a high level of strategic analysis and 'big picture' thinking, others require a more detailed focus and willingness to see things through to completion.

The scales below indicate this individual's capacity to be effective in managing complex problem solving activities.

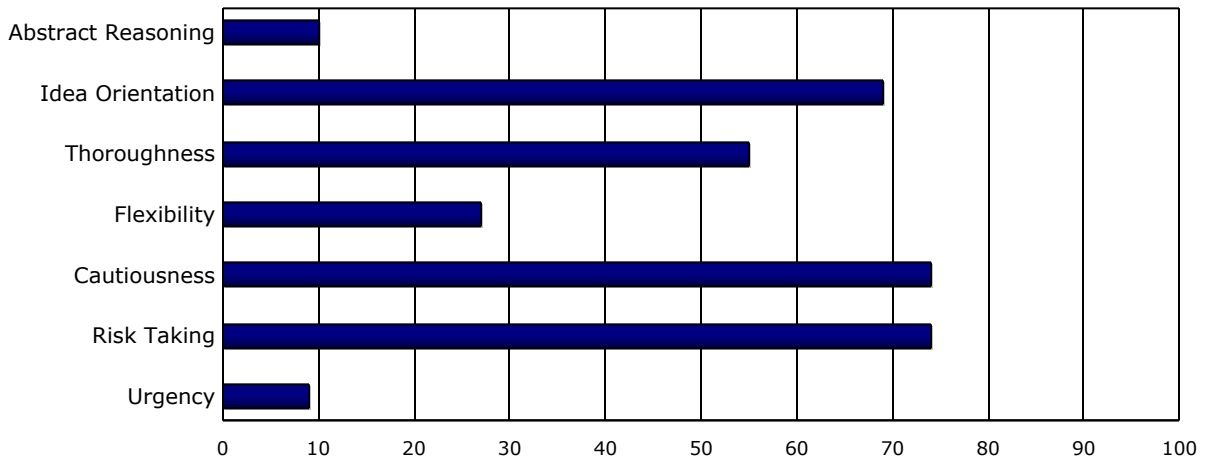
### BEHAVIORS



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

### TRAITS

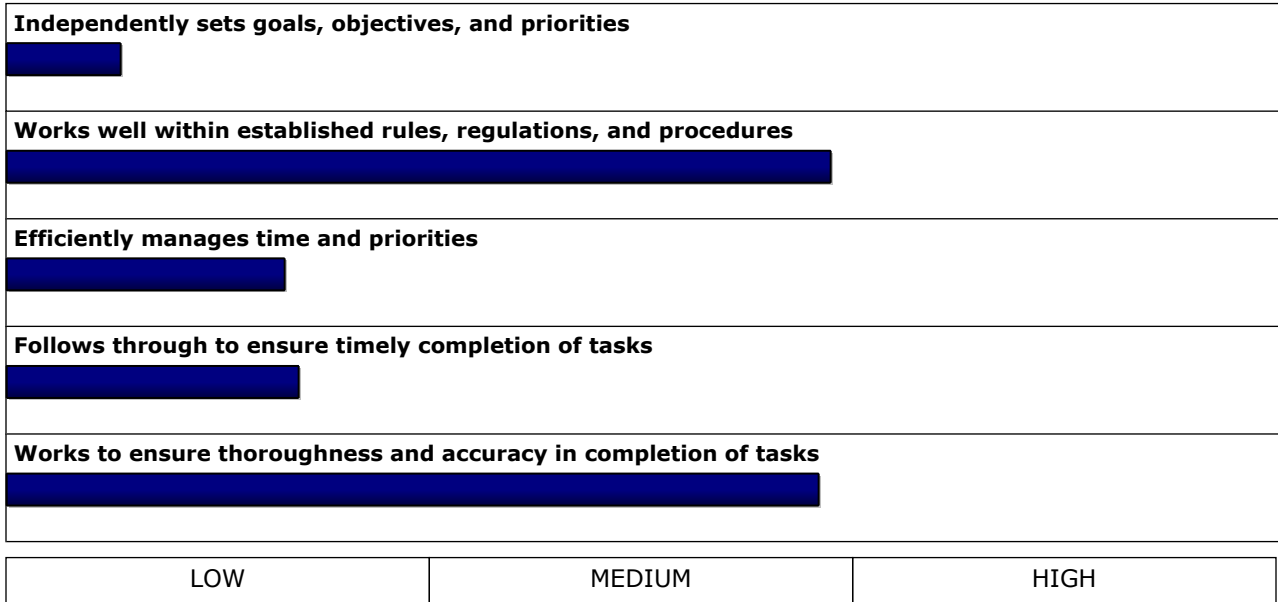


**PERSONAL ORGANIZATION/TIME MANAGEMENT**

All roles require an individual to structure and manage time - to set an agenda on an individual basis or to fit in and follow a set of guidelines set by others. In addition, individuals may need to balance a requirement to produce results in a timely manner while maintaining consistent standards of quality and attention to detail.

The scales below indicate how this individual is likely to organize tasks and manage time.

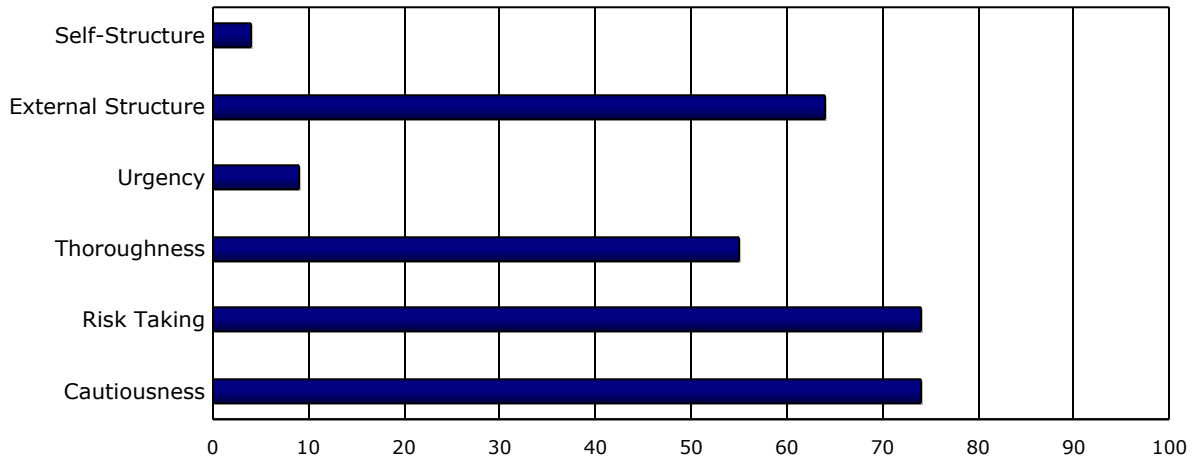
**BEHAVIORS**



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

**TRAITS**

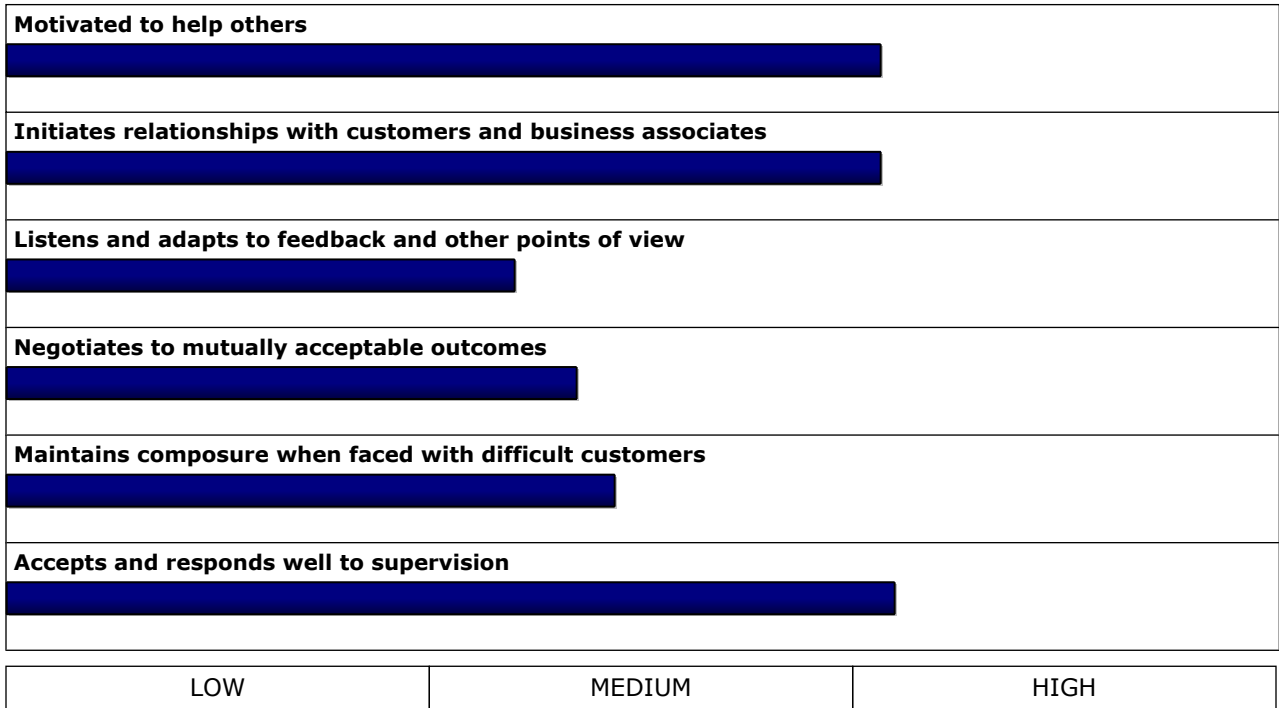


**SERVICE/CONSULTING**

Service orientation is marked by an inner satisfaction from receiving recognition for efforts to assist another person - from receiving a thank you. Individuals who are effective in a service role also possess the capacity to maintain a focus on the task at hand when faced with difficult people, and to negotiate effective win-win outcomes.

The scales below indicate how likely this individual is to demonstrate service oriented behaviors.

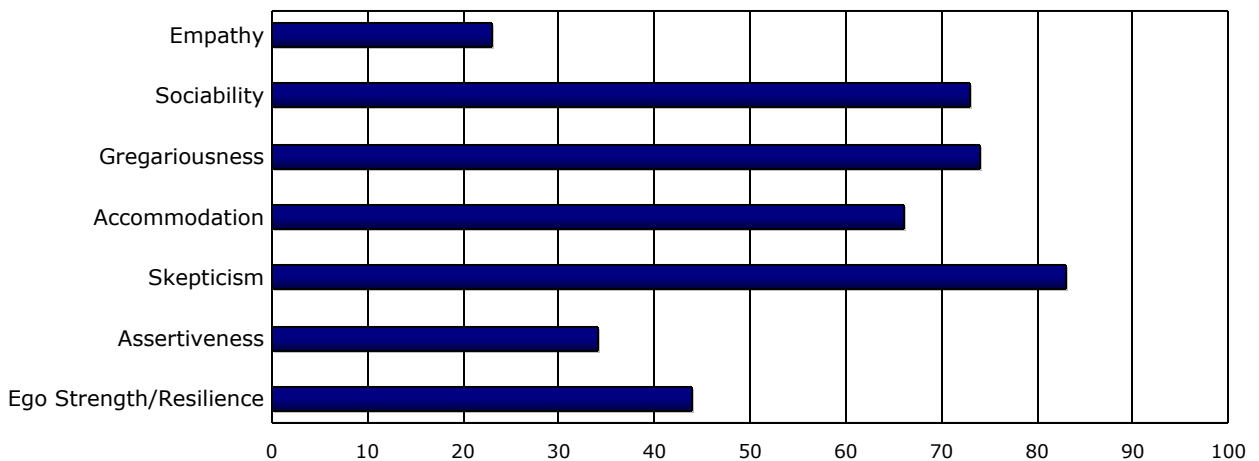
**BEHAVIORS**



*May require training, coaching, and supervision*

*Likely to engage in activity independently*

**TRAITS**

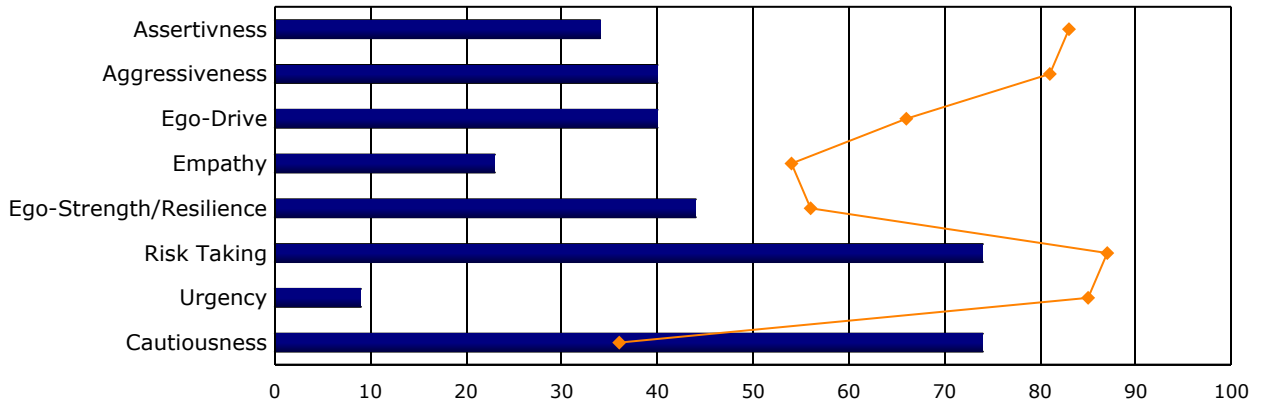




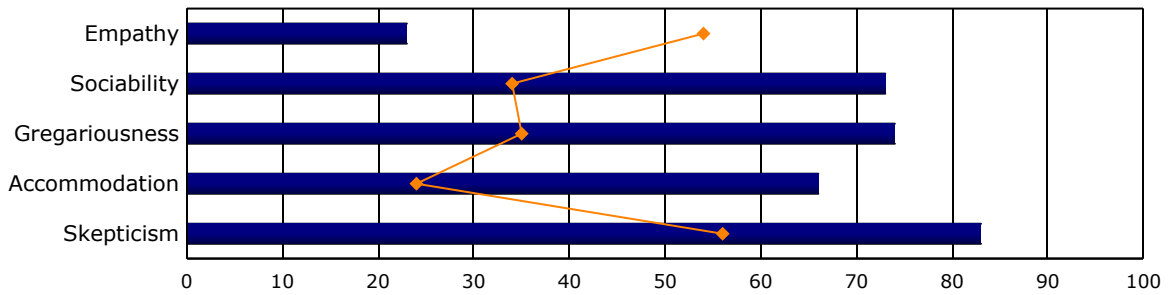
### Mr. Sample vs Corporate Leaders

■ *Mr. Sample*  
◆ *Corporate Leaders*

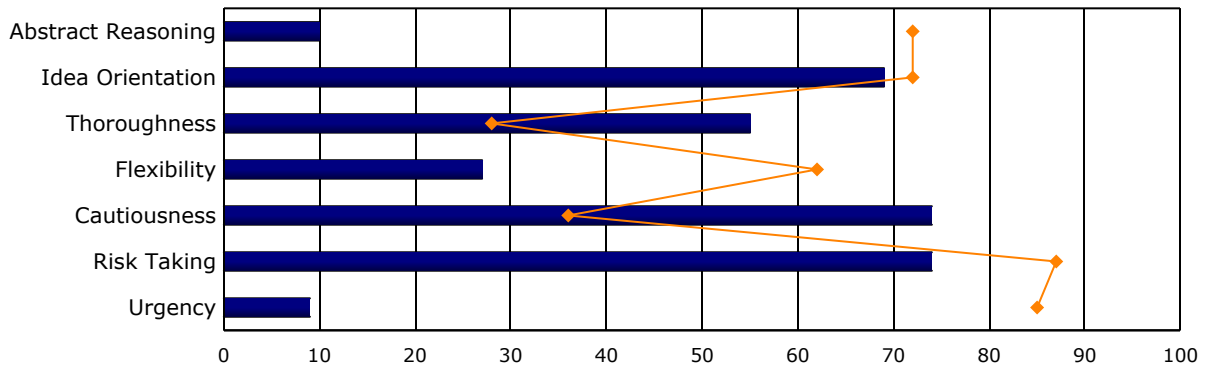
#### Leadership/Influencing



#### Managing Relationships



#### Problem Solving/Decision Making



#### Personal Organization/Time Management

