



# Using the Caliper Profile for Selection and Development



This fact sheet provides insight into the Caliper Profile's effectiveness in selecting and developing job candidates within professional, legal, and ethical guidelines.

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Below are some commonly asked questions about the Caliper Profile's reliability, validity, and legal defensibility. For additional information regarding the Caliper Profile, please contact your Caliper Account Team.

### **IS THE CALIPER PROFILE RELIABLE?**

The reliability of an assessment is the degree of consistency with which it measures what it is supposed to measure. Test-retest reliability data are gathered when the assessment is administered to a sample of individuals taking it on two separate occasions and where results are produced on each of these occasions. A correlation coefficient is usually computed to assess the relationship between results at Time 1 and results at Time 2. With respect to the Caliper Profile, the test-retest reliability across several studies is .81. This indicates high reliability or consistency and is well within industry standards.

### **IS THE CALIPER PROFILE VALID?**

With respect to using the Caliper Profile for employee selection and development, this assessment is valid presuming that a person's results on the Caliper Profile are related to job performance.

Caliper has conducted numerous statistical studies in the applied business setting that examine this question. The assessment has been validated for use across a range of job families (e.g., Senior Leaders, Managers, Sales–New Business Development, Customer Service, Analysts, and even professional athletes). It has also been validated across a variety of industries (e.g., Pharmaceutical, Financial Services, Communications, Transportation, Insurance, Automotive, Building and Construction, and Apparel and Cosmetics).

The average validity coefficient between Caliper Profile scores and job performance ranges from .29 to .39, which is at or above industry standards.

## OVERVIEW

For over 50 years, Caliper has matched more than 3 million people to a variety of jobs in the workplace. From Management to Leadership and from Service to Sales, the Caliper Profile enables companies to make better decisions when selecting or developing individuals who show the potential to become top performers.

## IS THE CALIPER PROFILE COMPLIANT WITH U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) STATUTES?

Caliper has dedicated resources to ensure that the Caliper Profile meets all legal requirements regarding equal employment opportunity. Below is a summary of the research Caliper has conducted to this effect.

### Scoring of the Caliper Profile

Scores are not adjusted on the basis of personal characteristics. Thus, the same scoring procedure is used regardless of race, gender, age, educational level, religious affiliation, or disability status.

### Assessment of Adverse Impact using the 4/5 Rule

Adverse impact refers to a selection process in hiring, promotion, or other employment decisions that works to the disadvantage of protected members of a race, gender, or age group. Adverse impact is said to occur when a selection rate for any protected group (based on race, gender, or age) is less than 4/5 of the rate for the group that is not protected. Thus, according to EEOC statutes, Caliper's job-match rate for any group in a protected class has to be at least 4/5 of the job-match rate for the unprotected class. Please refer to the Technical Manual for more detailed statistics associated with the following analyses:

(1) Race/Ethnicity: Adverse impact analyses were conducted comparing job-match rates for White, African American, Asian, and Hispanic/Latino job candidates. The results showed that job-match rates for each of the protected groups all exceeded 4/5 of the job-match rate for the White group. Thus, for the category of race/ethnicity, Caliper is compliant with EEOC statutes.

(2) Gender: To ensure compliance with EEOC statutes, Caliper's job-matching rate for females would have to be 4/5 that of males. Results comparing male and female job candidates showed that the percentage of females who were considered job matched based on their Caliper Profile results far exceeds 4/5 of the job-match percentage for males. Therefore, the Caliper Profile does not demonstrate adverse impact with respect to gender.

(3) Age: To be compliant with EEOC statutes regarding age, Caliper's job-match rate for individuals of ages 40 or over would have to be at least 4/5 that of individuals under 40 years, which was shown to be the case based on analyses. Therefore, the Caliper Profile does not demonstrate adverse impact with respect to the age category.

## IS THE CALIPER PROFILE COMPLIANT WITH THE 1990 U.S. AMERICANS WITH DISABILITIES ACT (ADA)?

There are two issues that relate to employment testing in the context of the Americans with Disabilities Act (ADA). First, all persons must be provided reasonable accommodation to take the assessment. Second, the instrument must be incapable of assessing psychological or behavioral disorders.

### Providing Reasonable Accommodation

The Caliper Profile is an untimed assessment with a user-friendly format that provides reasonable accommodations to all persons, regardless of mental or physical disabilities. Should one of your candidates require any special accommodation, please contact your Caliper Account Team for assistance.

### Caliper Profile Predictive Capabilities

The only assessments in violation of ADA statutes are those that are capable of measuring psychological or behavioral disorders. The Caliper Profile is an employment assessment whose sole focus is on predicting work behavior. It is not capable of assessing psychological or behavioral disorders, nor is it ever used in that manner.

## SUMMARY

The Caliper Profile has been developed in accordance with best practices issued by both the U.S. Department of Labor and the Uniform Guidelines of the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association. Additionally, the Caliper Profile meets the legal requirements of the U.S. Equal Employment Opportunity Commission. Studies conducted in applied settings continue to support the fact that the Caliper Profile is a reliable, valid, and defensible assessment for making employment-related decisions about job candidates.

To gain additional insights into the use of personality assessments, as well as best practices for their implementation within your organization, please contact your Caliper Account Team.

### Suggested Readings

Caliper, Inc. *Caliper Technical Manual (5th ed.)*. Princeton, NJ: Caliper Research & Development Department.

Landy, F. J. (Ed.). (2005). *Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives*. San Francisco, CA: Jossey-Bass.

O\*Net (2007). *Testing and Assessment: A Guide to Good Practices for Workforce Investment Professionals*. U.S. Department of Labor Employment and Training Administration [online]. Available: [www.onetcenter.org/dl\\_files/proTestAsse.pdf](http://www.onetcenter.org/dl_files/proTestAsse.pdf)

Society for Industrial and Organizational Psychology (SIOP). (2003). *Principles for the Validation and Use of Personnel Selection Procedures (4th ed.)*. Society for Industrial and Organizational Psychology [online]. Available: [www.siop.org/\\_Principles/principles.pdf](http://www.siop.org/_Principles/principles.pdf)