

Comparing The Caliper with The Profile XT

<u>Item</u>	<u>Caliper</u>	<u>The Profile XT</u>
1. Behavioral Traits Measured	20	9
2. Areas of Learning Index Measured	2	5
3. Occupational Interests Measured	0	6
4. Technical Manual	yes	yes
5. Distortion Scale	no	yes
6. Job Success Predictability	no	yes
7. Time to Take	2 hours	Less than an hour
8. Scoring Method	fax	Internet +
9. Report Turn-Around Time	24 hours +	seconds
10. Report Format	graphs & narratives	graphs & narratives
11. Customized Job Match Patterns	no	yes
12. Number of Reports	1	8+
13. Assessment Cost	\$245	\$149
14. Support and Service	contract	yes
15. Average Reliability	.60	.82

Key Points of Difference

1. **Price:** The Profile XT delivers more value for the dollar.
2. **Reliability:** Experts agree anything below .70 is suspect.
3. **Turnaround:** Caliper will not release a report until first, there is a phone conference.
This can take days with phone tag.
4. **Consistency:** Caliper relies on interpreters who sometimes disagree.
The Profile XT is consistent with many free reports.
5. **Job Match Patterns:** The Profile XT makes it easy for the user to generate Job Match Patterns for every position at no charge. Caliper charges whatever they can for patterns, which are not required.

Comparing The Birkman with The Profile XT

<u>Item</u>	<u>Birkman</u>	<u>The Profile XT</u>
1. Behavioral Traits Measured	11 + 4	9
2. Areas of Learning Index Measured	0	5
3. Occupational Interests Measured	10	6
4. Technical Manual	yes	yes
5. Distortion Scale	no	yes
6. Job Success Predictability	no	yes
7. Time to Take	45 minutes	Less than 1 hour
8. Scoring Method	Internet +	Internet +
9. Report Turn-Around Time	varies	seconds
10. Report Format	graphs & narratives	graphs & narratives
11. Customized Job Match Patterns	no	yes
12. Number of Reports	5	8+
13. Assessment Cost	varies	\$149
14. Support and Service	yes	yes
15. Average Reliability	.50 +	.82

Key Points of Difference

1. **Measurement**: The Birkman offers no measure of thinking (the most valid predictor of success).
2. **Reliability**: Experts agree anything below .70 is suspect.
Birkman claims their reliability is similar to Myers-Briggs (about .50)
3. **Purpose**: The Birkman is designed more as a general career counseling tool than as a specific job tool like The Profile XT.
4. **Simplicity**: Birkman relies on interpreters who are certified. The Profile XT is designed for managers to understand. The Birkman graphs are more clinical and harder to understand.
5. **Job Match Patterns**: The Profile XT makes it easy for the user to generate Job Match Patterns for each position at no charge. Birkman charges whatever they can for patterns, which are not required.

Comparing The Myers-Briggs Type Indicator with The Profile XT

<u>Item</u>	<u>MBTI</u>	<u>The Profile XT</u>
1. Behavioral Traits Measured	4	9
2. Areas of Learning Index Measured	0	5
3. Occupational Interests Measured	0	6
4. Technical Manual	too many	yes
5. Distortion Scale	no	yes
6. Job Success Predictability	no	yes
7. Time to Take	15 minutes	Less than 1 hour
8. Scoring Method	Internet +	Internet +
9. Report Turn-Around Time	varies	seconds
10. Report Format	graphs & narratives	graphs & narratives
11. Customized Job Match Patterns	no	yes
12. Number of Reports	1	8+
13. Assessment Cost	\$0 - \$250	\$149
14. Support and Service	qualified	yes
15. Average Reliability	.50 +	.82

Key Points of Difference

1. **Measurement:** The MBTI offers no measure of thinking, or success.
2. **Reliability:** Experts agree anything below .70 is suspect.
The MBTI is so easy to fake, the publisher warns not to use it for hiring.
3. **Purpose:** The MBTI was never intended as a tool for prediction, unlike The Profile XT. It is best used as a communication and team building tool to explain how people prefer to process information.
4. **Labeling:** Critics complain too many people get "pigeon-holed" with one of the 16 types and suffer due to negative judgements.
5. **Job Match Patterns:** The Profile XT makes it easy for the user to generate Job Match Patterns for every position at no charge. The MBTI does not have the capability to create patterns.

Comparing The "Social Style Inventories" with The Profile XT

<u>Item</u>	<u>Styles</u>	<u>The Profile XT</u>
1. Behavioral Traits Measured	4	9
2. Areas of Learning Index Measured	0	5
3. Occupational Interests Measured	0	6
4. Technical Manual	varies	yes
5. Distortion Scale	no	yes
6. Job Success Predictability	no	yes
7. Time to Take	10 - 20 minutes	Less than 1 hour
8. Scoring Method	varies	Internet +
9. Report Turn-Around Time	varies	seconds
10. Report Format	varies	graphs & narratives
11. Customized Job Match Patterns	no	yes
12. Number of Reports	usually 1	8+
13. Assessment Cost	\$0 - \$250	\$149
14. Support and Service	varies	yes
15. Average Reliability	.50 +	.82

Key Points of Difference

1. **Purpose**: "Social Styles" best for communication & team building, not for predicting employment success.
2. **Reliability**: Experts agree anything below .70 is suspect. The 4 general traits measure one's "style" or "comfort zone." Different environments can cause scores to change. Most can be faked.
3. **Labeling**: Critics of "Social Style" contend people are unfairly pigeon-holed and unduly criticized by others who are different.
4. **Best Use**: General accepted practice is to use only after hiring as a compliment with other assessments, like The Profile XT.
5. **Job Match Patterns**: The Profile XT makes it easy for the user to generate Job Match Patterns for every position at no charge. "Social Styles" do not have the capability to create patterns.