



# CAL

## Criterion Attribute Library

### Overview

The Criterion Attribute Library (CAL) is a portfolio of self-report personality scales for use in occupational settings.

The CAL gives you the means to develop penetrating insights into the elements of personality that make a difference to the lives of the individuals in your organisation.

### About the tests

Unlike other personality instruments, the CAL enables you, the user, to create your own bespoke personality questionnaire, by selecting scales from the library of 46 personality dimensions.

Each scale is a discrete, indivisible entity comprising 12 items. The scales can be selected from the library in any permutation.

A bespoke CAL personality questionnaire contains only those scales that are relevant to your needs.

Alternatively you can choose to use one of the standard, off-the-shelf CAL personality questionnaires. These contain selections of scales appropriate for assessing common roles or key elements of personality.

### Reflect your competency framework or organisational values

The scales you select can be grouped together under headings, which form a structure for profile charts or narrative reports. If you were using competencies or organisational values as a basis for your HR initiatives, these would naturally form the structure for your bespoke CAL questionnaire. This means that, when respondents have completed your questionnaire, their profile charts show their styles and preferences on scales that are clustered together under your own competencies or values framework.

### The elements of personality

Over the centuries, many cultures have drawn on the metaphor of the four elements: **water**, **earth**, **air** and **fire**, to reveal truths about both the physical universe and the human condition.

The CAL Personality Questionnaires apply this metaphor to the sphere of human personality as a way of representing a diverse array of personality elements, which are different in nature, and yet interact dynamically to form the whole person.

WHAT IT MEASURES
Interpersonal & thinking style Emotional Style Motivation & culture fit
SUITABLE FOR
Selection & Development
OCCUPATIONAL ROLES
All
ADMINISTRATION
Online Paper and Pencil
TRAINING REQUIRED
BPS Level B (Conversion course not required)
DURATION
Varies according to length of questionnaire chosen
RELATED PRODUCTS
Coast  Trinity – combined aptitude & personality assessment  Odyssey Assessment & Development Centre exercises



## Prices

### Materials for bespoke questionnaires

Prices for tailored CAL materials depend on the length of the questionnaire when in paper and pencil form (this is not the case for online administration). The length of the questionnaire varies with the number of scales included.

**Short Questionnaires measure: 9 or 12 scales**

**Medium Questionnaires measure: 18, 21 or 24 scales**

**Long Questionnaires measure: 27, 30, 33 or 36 scales**

## Paper and Pencil

### Reusable Materials

CAL Users Manual £50.00

#### Questionnaire Booklets\*

Short Questionnaires (9 or 12 scales) £20.00

Medium Questionnaires (18, 21 or 24 scales) £22.00

Long Questionnaires (27, 30, 33 or 36 scales) £24.00

\*Minimum first order of 5 questionnaire booklets applies to bespoke questionnaires

#### Scoring Keys

Type 1 (per set) £36.00\*

Type 2 (per set) £36.00\*

### Non-reusable Materials

#### Answer Sheets (per set)

Short Questionnaires (9 or 12 scales) £1.00\*

Medium Questionnaires (18, 21 or 24 scales) £2.00\*

Long Questionnaires (27, 30, 33 or 36 scales) £3.00\*

#### Profile Charts

Short Questionnaires (9 or 12 scales) £2.40\*

Medium Questionnaires (18, 21 or 24 scales) £3.40\*

Long Questionnaires (27, 30, 33 or 36 scales) £4.40\*

## Online – Coast

Create bespoke questionnaires from scratch using the full library of the 46 personality dimensions included in CAL with the option of the Job Matchings Function. This allows you to match each scale with your job role so that you can easily identify the most suitable candidates.

Questionnaires can be formatted as Standard (12 items per scale) or Focused (6 items per scale).

CAL Personality Test (any combination of scales) £15\* per test per candidate

### Reports

Summary Profile Report FREE



Personality Profile Expert Report	£15*
Personality Profile Non-Expert Report	£15*
Interview Guidance Report	£20*
Development Guidance Report	£5*
Candidate Job-Matching Scores Report	£5*

\*VAT applicable