



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

Paper and Pencil

TRAINING REQUIRED

BPS Level B
(Conversion course not required)

DURATION

Varies according to length of questionnaire chosen

RELATED PRODUCTS



CAL Aura Online - 360 degree feedback

The CAL scales comprising the [Aura system](#) are also available. You can use CAL to first assess the target individual's self-perceptions before asking other individuals to complete CAL Aura questionnaires.

CAL Online
Trinity – combined aptitude & personality assessment

Prices

Materials for bespoke questionnaires

Prices for tailored CAL materials depend on the length of the questionnaire. 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

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*

* VAT applicable