

Dealer Principal



John Smith

10 May 2021



APPLICANT DETAILS



Name Surname:

John Smith

Age:

36

Gender:

Male

Race:

Coloured

Cell phone number:

082 933 4004

Email address:

john@mycar.com

Total years experience:

14

Current position:

Sales Manager

Years experience in current position:

5

Highest qualification:

National Diploma

Availability:

30 days

PSYCHOMETRIC ASSESSMENT RESULTS

EXECUTIVE SUMMARY

Overall Job Match

7,4

(10 = Excellent match; 5 = Average match; 1 = Low match)

Intellectual Reasoning

1 2 3 4 5 6 7 8 9 10

Learning Potential

1 2 3 4 5 6 7 8 9 10

Abilities

1 2 3 4 5 6 7 8 9 10

Behavioural Competencies

1 2 3 4 5 6 7 8 9 10

Behavioural Risks

Low

STRENGTHS

Networking
Strategic Planning
Verbal reasoning
Maths
Marketer

RISKS

Conflict management
Numerical reasoning
Dominance

DETAILED ASSESSMENT RESULTS

INTELLECTUAL REASONING

Refers to the applicant's capability to solve complex problems as required by the job he/she applied for (as indicated by the benchmark level of work)

Dealer Principal

Job Benchmark

Strategy Execution (level 3)

ASSESSMENT OUTCOME

Current Capability

Excellence Clarification (level 2)

Potential Capability

Strategy Execution (level 3)

Interpretation of results

John should be comfortable working in the Excellence Clarification (level 2) environment where he has to solve problems where answers are not very clear by using his knowledge and experience. He will ask more questions to clarify his thinking, to ensure he gets the correct answer or solution. He should prefer to work in environments that are mainly structured and routine-based but with some flexibility of choice

Results indicate that with further development and growth, John should find it comfortable working in the Strategy Execution (level of work 3) environment that offers some strategic involvement, specifically the execution of strategic plans.

ABILITY

Refers to the applicants' ability to understand instructions, interpret information and solve problems in a verbal and numerical context.

Verbal reasoning

Effective

Numerical Reasoning

Development required

Accuracy skills

Enhanced

(10 = Above average; 5 = Average; 1 = Below average)

COGNITIVE AGILITY

The Learning Potential assessment measures candidates' potential to learn new information in a variety of formats and settings. Candidates with a higher learning speed can think on their feet, and respond quicker to new information or problems, and finding solutions quicker.

RESULTS

LOGIC	6	Effective
MEMORY	3	Below average
MATHS	8	Above average
SHAPES	4	Effective
LEARNING POTENTIAL	6	Effective

DEFINITION AND INTERPRETATIONS

LOGIC

The ability to accurately interpret and analyse new information and draw accurate conclusions. Candidates with a high reasoning potential may be good at interpreting information from a potential client and link the product/service they sell to the solution.

MEMORY

The ability to accurately recall information. Candidates with a high memory score may be good at remembering key points/requests a potential client mentioned earlier, and also important information regarding the product/service they sell.

MATHS

The ability to accurately perform basic calculations. Candidates with a high numerical potential may be good at performing quick calculations like monthly repayment costs, discount fees, cost savings etc relating to the product/service they sell.

SHAPES

The ability to visualise shapes and patterns. Candidates with a high spatial reasoning potential may visualise creative or original ways of using a product in the selling process, which may increase the potential sale of a product/service



BEHAVIOURAL COMPETENCIES

Behavioural Competencies refers to applicants' preferences that drives their behaviour and influences their decision making.

Business Management

1 2 3 4 5 6 7 8 9 10

Developing Sales

1 2 3 4 5 6 7 8 9 10

Negotiation Skills

1 2 3 4 5 6 7 8 9 10

Risk Management

1 2 3 4 5 6 7 8 9 10

Planning and Organising

1 2 3 4 5 6 7 8 9 10

Conflict Management

1 2 3 4 5 6 7 8 9 10

Trust and Integrity

1 2 3 4 5 6 7 8 9 10

Developing Strategies

1 2 3 4 5 6 7 8 9 10

Influencing Skills

1 2 3 4 5 6 7 8 9 10

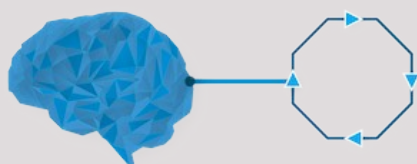
Diversity Management

1 2 3 4 5 6 7 8 9 10



CONTRIBUTION TO THE TEAM

Teams are made up of individual contributions, and each individual has a preferred contribution they make in a team setting. This section describes their preferred style within a team and not their actual ability or skill



Leader

John is the client relationship builder and the marketing guru of the team. He likes to interact with clients and build new relationships to sell the solutions the team comes up with. John likes to understand the world of people because this will enable him to understand the needs of the client better. He will usually be the one to tell the team what the real need is, and based on his experience, will suggest possible solutions to address the need. His team members might perceive him as a socialist at times, but he will be the one that introduces the products and services in the market.

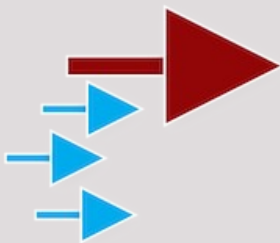


Communicator

John enjoys coming up with new and innovative ideas, always thinking creatively and producing original concepts. His team members might perceive him as different because he likes to think in ways that is less traditional and at times quite metaphoric. John has a need to improve things and will usually think outside of the box to find a solution. He might be described as the dreamer in the team.

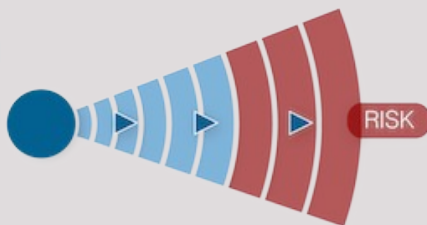
BEHAVIOURAL RISKS

Behavioural risks, also known as performance disruptors, is when a person is under extreme pressure at work. These disruptive behaviours have the potential to derail the individual from achieving his/her objectives. Behavioural disruptors are not related to abnormal behaviour, but rather highlighting when an individual is under pressure.



Dominant

John may be perceived as blunt at times, being too direct or forceful in situations. He might be impulsive when making decisions, and impatient to get results. Others might at times find it difficult to work with him in a team as he might be overly critical and override others' ideas or inputs.



Inflexible

John might be perceived as hyperactive and impatient. He might find it very difficult to relax and may drain the team's energy because of his highly paced drive to do things. He enjoys change a lot, but might at times try to initiate change for the sake of change. His attention span might also be quite low, find routine frustrating, and do things without too much planning.

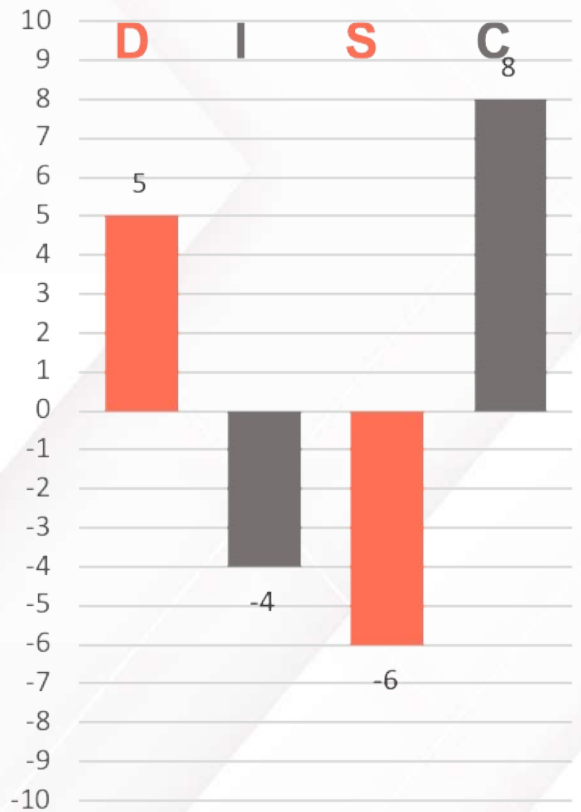


DISC Behavioural Drivers

The DISC Behavioural Drivers highlights the expression of emotions through behaviour.

We describe DISC as Drive, Interaction, Stability and Conscientiousness.

This section reports on the individuals' behaviour and predicts how they will respond in certain contexts and work environments



High Drive

Key words: Dominating, Direct, Determined, Assertive, Competitive

People with a high D are authority driven and wants to be in charge and in control. They enjoy being challenged and are very competitive individuals with a very high ambition. High D's prefer not to work under supervision and tend to shy away from being controlled. They have a need for new and different activities.

Low Interaction

Key words: Independent, Tasks, Quality, Non-social

Low I's are task driven individuals and seeks logical and factual information. They prefer working alone and wants to be socially independent. Low I's may appear sceptical and withdrawn. They don't always show their emotions openly and might be perceived as a poor communicator.

High Conscientiousness

Key words: Compliance, Details, Accuracy, Quality

High C's are detailed and quality orientated. They need precision work and an exact job description. They depend on detailed information to make their decisions. High C's always check their work for accuracy and comply to all the rules and procedures. They are quick to notice mistakes.

Low Stability

Key words: Variety, Mobility, Change, Quick paced

People with a Low S enjoys change and flexibility. They prefer environments that can offer a lot of variety and challenges which is also unstructured. They like to make quick decisions and are usually quick paced individuals. They may at times be less tolerant and in need of pressure. They like mobility and would probably be motivated in jobs which gives them the opportunity to travel.



COMPETENCY-BASED INTERVIEW QUESTIONS

This section provides the candidates' answers from five competency-based interview questions they were asked to respond to during this assessment. It is recommended that answers are explored during final interviews and candidates are asked to elaborate on their answers.

Candidates only had 100 words or less to answer each question. Responses are reported verbatim.

What's your management style?

I trust my team. I start out every project by making sure that I give clear directions and outline our overall goals, but I make a real effort not to micromanage. I prefer to remain hands-off when it comes to individual tasks, but at the same time, I'm always available for help, guidance and assistance when needed. I like to know what's going on with regular informal check-ins, but I try not to make people feel like I'm breathing down their necks or forcing everyone to sacrifice valuable work time in order to hold unnecessary team meetings.

How do you handle conflict between team members?

There are always two sides to every story, which is why it's so important to me to remain as neutral and open-minded as possible whenever I hear of conflict between teammates. I was in a situation a few years ago where two members of my team were clearly unhappy with each other.

Give an example of a tough decision you had to make.

When making professional decisions, I like to keep in mind the good of the company before I consider personal feelings. A few years ago, I was in a situation where I was responsible for hiring a new team member for a large project we were working on. I had managed to narrow the selection down to two candidates; a new hire who was perfect for the job and another, established employee who was not quite the right fit for the position but whom I considered a personal friend.



Describe a time when you led by example.

To me, you can't be a good leader if you're not willing to also do the work. While I set tasks for my team, I always make sure they're not tasks I myself wouldn't be willing to do. I was supervising a shop that was responsible for cleaning and testing float monitors used in storage tanks when we got a call from a business that had several of our products in a sewage tank. The sensors weren't reading properly, and he was concerned.

How do you delegate tasks to your team?

I prefer to delegate tasks based on the aptitude of each team member for the task at hand. Prior to delegation, I like to sit down with my team and discuss the project. We break it down and determine exactly what needs to get done and who is the best person for each task. I review each assignment personally and make sure that the individual it's assigned to has the level of knowledge and skills to complete the task in the time required.

How do you manage stress among your team members?

While I find I do some of my best work under pressure, I know not everybody works that way which is why I like to keep a close eye on how everyone on my team is doing. If I start to notice stress or negativity within the team, I try to tackle it quickly and proactively. I'll talk with the individuals and assess the situation and see exactly how I can help alleviate it.



DISCLOSURE

Purpose: The purpose of this report is to indicate the test-taker's results on various skills, aptitude, potential and behavioural attributes. This report is for the attention of the manager who requested the assessment and remains the property of AssessmentHouse. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

Disclaimer: Since the report contains confidential information it needs to be dealt with accordingly. Consequently, this report may not be handed over to the participant. It may also not be used as evidence in a disciplinary hearing. Should this report or the content of the report be handled or communicated incorrectly by any party within the company, AssessmentHouse cannot be held liable for any claims resulting from such action.