



SALESMAP

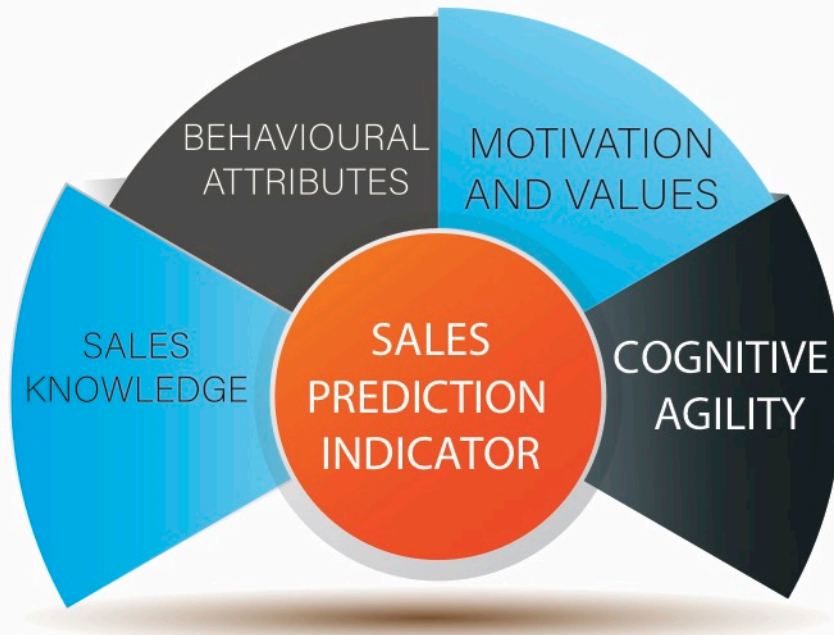
MOTIVATION - APTITUDE - POTENTIAL

John Smith
07 Aug 2019

EXECUTIVE SUMMARY

SALES PREDICTION INDICATOR

The Sales Prediction Indicator (Pi) is scientifically formulated based on the results from the four sub-tests. The Pi scores were calculated using the highest sales predicting items per sub-test.



SALES KNOWLEDGE	Very High	10
BEHAVIOURAL ATTRIBUTES	High	7
MOTIVATION AND VALUES	Moderate	6
COGNITIVE AGILITY	Very High	10
SALES PREDICTION INDICATOR	High	8



STANDARD
Hunter

John Smith Sales Pi score is within the enhanced range. He/she should perform extremely well in sales. John Smith is highly recommended for this position.



NOVICE
Farmer

SALES POTENTIAL

This section provides an in-depth analysis of the candidates' sales aptitude and motivational drivers.

. SALES KNOWLEDGE

The Sales Aptitude section measured the candidates' skills and knowledge on various sales related questions.

Total correct answers		35
Overall Sales Knowledge score	Very High	10

. BEHAVIOURAL ATTRIBUTES

The Behavioural Attributes lists the candidate's five highest five lowest behavioural attributes.

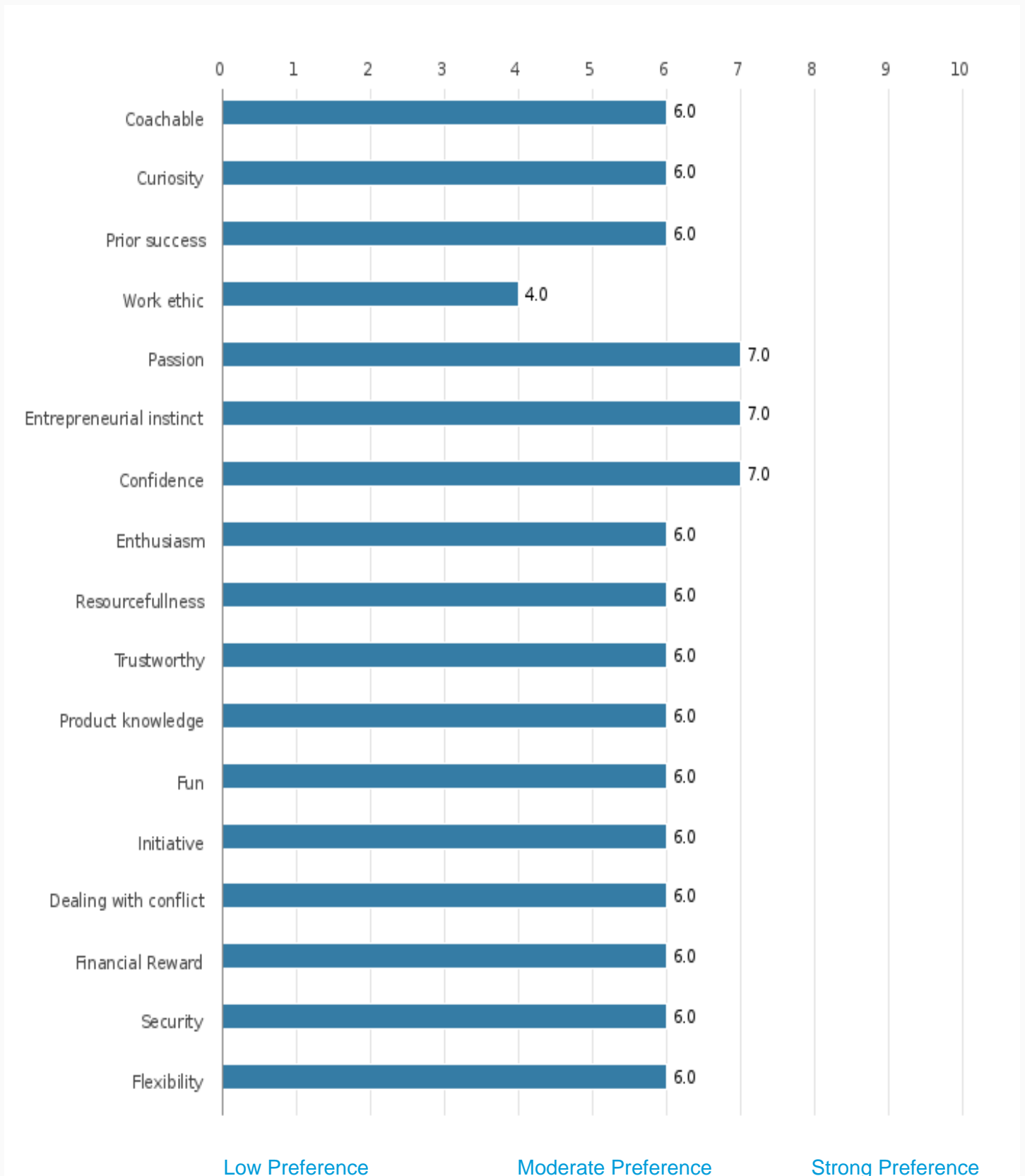
Five Highest Behavioural Attributes	Five Lowest Behavioural Attributes
Active	Domineering
Faithful	Caring
Ambitious	Enthusiastic
Assertive	Introverted
Trustworthy	Organized

* Competencies in blue has a positive correlation with sales success.

** Competencies in red has a negative correlation with sales success

. MOTIVES AND VALUES

Motives and Values describes the candidates' preferred motivational drivers in the working environment and how it relates to sales specific roles.



DEFINITIONS OF MOTIVATIONAL DRIVERS

COACHABLE

Enjoys learning new information and seeking advice from others.

CURIOSITY

Always want to know how things work, question the status quo, and being very open-minded

PRIOR SUCCESS

Having a history of success in sales, and being driven to achieve

WORK ETHIC

Will always try and protect the brand, not afraid to work long hours, and being very energetic at work

PASSION

Being passionate about selling, living the brand and being engaged in their jobs.

ENTREPRENEURIAL

Likes coming up with creative and innovative ways to sell, interested in running own business.

CONFIDENCE

Having the confidence in their own abilities to sell, believes they have the right skills to be a good at sales

ENTHUSIASM

Being excited about the future, enjoys meeting new people, and love being at work

RESOURCEFULNESS

Knows where to find more/new information, enjoys reading up on things

TRUSTWORTHY

Always delivering on promises, following rules of the company, and easily trust others

PRODUCT KNOWLEDGE

Enjoys learning something new about the product they sell, they read often to learn more about the product

FUN

Likes to laugh and have fun at work, enjoys working in teams that work well together

INITIATIVE

Takes own initiative to get things done, taking the lead to get things going

DEALING WITH CONFLICT

Being good at resolving conflict, comfortable dealing with people who are upset and find a solution

FINANCIAL REWARD

Enjoys making money and earning high commissions, care more about money than prestige

SECURITY

Wants to feel safe, needs predictability and clearly defined job outcomes at work

FLEXIBILITY

Being spontaneous, like working in environments with little or no routine and/or structure.

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



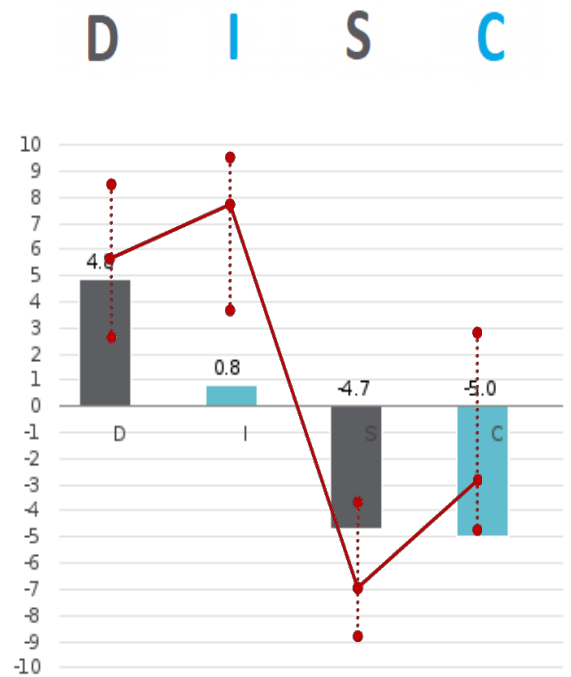
DEFINITIONS AND INTERPRETATIONS

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

DISC Behavioural Drivers

The DISC Behavioural Drivers is based on the theory of William Marston on the expression of emotions through behaviour. AssessmentHouse describes DISC as Drive, Interaction, Stability and Conscientiousness. This section highlights the individual's workplace behaviour and predicts how they will respond/behave in a certain context of working environment.

The typical sales profile (indicated in red) is depicted in a "Z" format where Drive (D) and Interaction (I) is high, and Stability and Conscientiousness being low.



* Red dotted line indicates preferable range

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.

High Interaction

Key words: Influential, Persuasive, Outgoing, Positive

High I's enjoy being in contact with people. They like influencing others and communicate with ease. High I's have a desire to help other people and to motivate them. They prefer group activities, inside and outside the working environment. They enjoy public and social recognition.

Low Conscientiousness

Key words: Independence, Risk, Freedom, Fearless

Low C's are usually unconventional. They don't like following rules and procedures. They usually react fearless to situations. Low C's are usually frank and direct and work well under stress. They need minimum guideliness and work well in environments where they don't have to be confined with rules and policies. They might tend to miss deadlines.

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 SALES INTERVIEW

This section provides the candidates' answers from six 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.

How do you keep up to date on your target market?

My text 1

How much time did you spend cultivating customer relationships versus hunting for new clients, and why?

My text 2

What role does social media play in your selling process?

My text 3

How does your current employer bring value to the customer?

My text 4

What are three important qualifying questions you ask every prospect?

my text 5

Describe a time when you had a difficult prospect, and how you handled that situation to win the sale?

my text 6

DISCLAIMER

PURPOSE : The purpose of this report is to indicate the test-taker's results on various sales related attributes and learning potential. This report is for the attention of the manager who requested the test and remains the property of Strategic Talent Technologies. This report may not be shared with any individual or company without the written consent from the candidate whose name is on the front of this report.

DISCLAIMER : Since the report contains confidential information, it needs to be dealt with accordingly. Consequently, this report may not be given to the candidate in any form. 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, Strategic Talent Technologies cannot be held liable for any claims resulting from such action.