

Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Retail Sales Associate - Entry Level Sales

Completion Date:

Disclaimer :

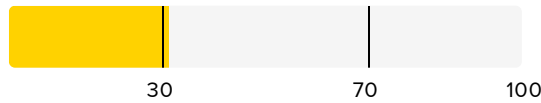
Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Entry Level Sales

Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

Overall Score



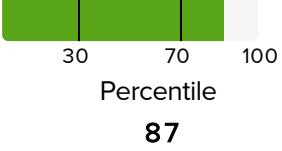
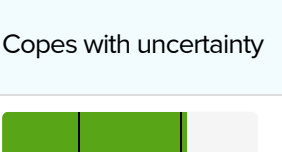
Percentile


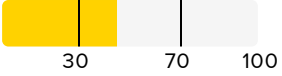
31

Recommended

Details

<p>Sales Focus</p>	<p>This is a measure of the attributes related to success in sales jobs. Sales Focus is characterized by: persistence for overcoming obstacles in order to close a sale, desire to pursue aggressive goals and achieve results, and high levels of energy and stamina even after a hard refusal/rejection.</p>
<p>Percentile 8</p>	<p>The candidate is less likely than other candidates to put in extra effort to persist in overcoming challenges when trying to close a sale. The candidate may tend to shy away from setting difficult goals, or become discouraged by them. He/She is not likely to enjoy a busy schedule and may work more slowly than others, especially in the face of refusal or rejection.</p>
<p>Understands others</p>	<p>This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.</p>
<p>Percentile 64</p>	<p>This candidate is likely to try and understand the behavior of others and show some awareness of others' points of view.</p>

<p>Listens effectively</p>  <p>30 70 100 Percentile 77</p>	<p>This measures the extent to which the candidate listens patiently and attentively.</p>
<p>Maintains good working relationships</p>  <p>30 70 100 Percentile 87</p>	<p>This measures the extent to which the candidate puts effort into developing good relationships with others.</p>
<p>Creates a positive impression</p>  <p>30 70 100 Percentile 94</p>	<p>This measures the extent to which the candidate manages own behavior to create a positive impression.</p>
<p>Persuades others</p>  <p>30 70 100 Percentile 83</p>	<p>This measures the extent to which the candidate considers, adapts and applies different strategies in order to convince others to change their opinion or behavior.</p>
<p>Generates new ideas</p>  <p>30 70 100 Percentile 93</p>	<p>This measures the extent to which the candidate creates innovative approaches.</p>
<p>Copes with uncertainty</p>  <p>30 70 100 Percentile 72</p>	<p>This measures the extent to which the candidate is productive when roles and situations are not clearly defined.</p>
<p>Thrives under pressure</p>  <p>30 70 100 Percentile 73</p>	<p>This measures the extent to which the candidate keeps things in perspective and stays calm and focused when under pressure.</p>
<p>Creates a positive impression</p>  <p>30 70 100 Percentile 94</p>	<p>This measures the extent to which the candidate manages own behavior to create a positive impression.</p>
<p>Persuades others</p>  <p>30 70 100 Percentile 83</p>	<p>This measures the extent to which the candidate considers, adapts and applies different strategies in order to convince others to change their opinion or behavior.</p>
<p>Generates new ideas</p>  <p>30 70 100 Percentile 93</p>	<p>This measures the extent to which the candidate creates innovative approaches.</p>
<p>Copes with uncertainty</p>  <p>30 70 100 Percentile 72</p>	<p>This measures the extent to which the candidate is productive when roles and situations are not clearly defined.</p>
<p>Thrives under pressure</p>  <p>30 70 100 Percentile 73</p>	<p>This measures the extent to which the candidate keeps things in perspective and stays calm and focused when under pressure.</p>

Controls emotions	This measures the extent to which the candidate keeps negative emotions under control.
 <p>A horizontal bar chart showing a percentile score of 70. The bar is yellow and extends to the 70 mark on a scale from 30 to 100. The word 'Percentile' is written below the bar, and the number '70' is written below that.</p>	As with most candidates, this candidate will likely be challenged by difficult situations and may at times have to work hard to hide their negative reactions.
Strives to achieve	This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.
 <p>A horizontal bar chart showing a percentile score of 45. The bar is yellow and extends to the 45 mark on a scale from 30 to 100. The word 'Percentile' is written below the bar, and the number '45' is written below that.</p>	This candidate is likely to set goals that are somewhat demanding but still achievable. They are likely to show good effort but may tend to focus on the most achievable goals.