Entry Level Sales 7.1 (International) Detailed Report

Candidate name:

Sample Report Candidate

Percentile: 7%

Not Recommended

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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.

Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behaviour. Please note that the assessment components included in this solution report are not weighted equally. Some of the components are broad measures of behaviour and some are more narrow. Competencies denoted by an asterisk (*) are measures of narrow behaviours. While these behaviours are important to the overall score, they are not weighted as heavily when compared to other components in this solution. Our research indicates this weighting best predicts job performance. If you would like more information about this report (including scoring) or other products that SHL offers, please contact your account representative.

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Sales Focus

This is a measure of the attributes related to success in sales jobs. Sales Focus is characterised 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.

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.

Understands others*

This measures the extent to which the candidate observes and analyses behaviour to understand others' reactions and perspectives.

This candidate may not actively seek to understand the behaviour, reactions, or perspectives of others.

Listens effectively*

This measures the extent to which the candidate listens patiently and attentively.

This candidate may interrupt others at inappropriate times, preferring to be the one doing the talking. They may be too quick to form an opinion.

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Maintains good working relationships*

This measures the extent to which the candidate puts effort into developing good relationships with others.

This candidate may not place a high value on their work relationships and may be less likely to act in ways that strengthen these relationships over time.

Creates a positive impression*

This measures the extent to which the candidate manages own behaviour to create a positive impression.

This candidate may not be as concerned about how they appear to others, preferring to present themselves just as they are.

Persuades others*

This measures the extent to which the candidate considers, adapts and applies different strategies in order to convince others to change their opinion or behaviour.

This candidate may find it difficult to alter their strategy in order to persuade other people to change their opinion or behaviour.

Generates new ideas*

This measures the extent to which the candidate creates innovative approaches.

This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.

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Copes with uncertainty*

This measures the extent to which the candidate is productive when roles and situations are not clearly defined.

This candidate is likely to remain productive when faced with ambiguity in their role.

Thrives under pressure*

This measures the extent to which the candidate keeps things in perspective and stays calm and focused when under pressure.

This candidate may be more likely to lose concentration, make errors, and have difficulties remaining calm when under pressure.

Controls emotions*

This measures the extent to which the candidate keeps negative emotions under control.

This candidate may be more easily frustrated in challenging situations and find it difficult to hide these feelings from others.

Strives to achieve*

This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.

This candidate may prefer to set easily achievable goals over ones that may be more demanding. They may also exhibit little effort to meet their goals.

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