

Sales Representative – One Sitting

Assessment Fact Sheet

Overview

The Sales Representative solution is for entry-level sales positions in which employees proactively sell products to customers and have their pay and/or performance based on sales revenue. Sample tasks for these jobs include, but are not limited to: promoting products to customers, persuading customers to buy products, and completing a transaction with a customer. Potential job titles that use this solution are: Sales Representative, Sales Associate, and Sales Clerk.

Job Level	Entry-level
-----------	-------------

Job Family/Title	Sales Suite
------------------	-------------

Details

Average Testing Time (minutes)	29 minutes
--------------------------------	------------

Number of Sitzings	One
--------------------	-----

Designed for Unproctored Environment	Yes
--------------------------------------	-----

Question Format	Multiple choice
-----------------	-----------------

Knowledge, Skills, Abilities and Competencies Measured

Conscientiousness: This measures the tendency to be aware of and follow company policies and procedures, including: working in an organized manner, returning from meals and breaks on time, and working when co-workers are not working.

Sales Focus: This measures the tendency to suggest or show alternative solutions based on customer needs. This trait is characterized by: directing conversation toward a commitment/order/sale, showing confidence even after a hard refusal/rejection, and striving to close a transaction every time.

Professional Potential: This measures a candidate's tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Customer Focus: This measures the tendency to show persistent enthusiasm when interacting with customers. This trait is characterized by: apologizing sincerely for inconveniences, being patient, tolerating rude customers calmly, and searching for information or products for customers.

Example Questions



Which of the following is MOST important for success in sales?

- a) Competitive drive
- b) Integrity
- c) Doing whatever it takes to make a sale
- d) Being polite and courteous

False

True

Most places don't care much if employees take a few things home with them from work.

In the last six months, the number of times I've been late for work or an appointment is:

- a) none
- b) 1
- c) 2
- d) 3
- e) 4 or more

Example Reports

Recruiter Report : Sales Representative - Short Form



Applicant Information	
Name:	Sales Tester
Application Date:	Wed Jul 08 15:42:00 EDT 2009
Applicant ID:	3491
Session ID:	20266648084264
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 PreVisor offers, please contact your account representative.	

Overall Score							
Recommended ✓	<table border="1"> <thead> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>30</td> <td>70</td> <td>100</td> </tr> </tbody> </table>	Low	Medium	High	30	70	100
Low	Medium	High					
30	70	100					
Overall Score	45						

Detailed Results							
	<table border="1"> <thead> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>30</td> <td>70</td> <td>100</td> </tr> </tbody> </table>	Low	Medium	High	30	70	100
Low	Medium	High					
30	70	100					
Conscientiousness	33						
Professional Potential	90						
Sales Focus	23						
Customer Focus	29						

Score Interpretation	
Conscientiousness	
This measures the tendency to be aware of and follow company policies and procedures, including: working in an organized manner, returning from meals and breaks on time, and working when coworkers are not working.	
At times the candidate may show a slight tendency toward disruptive work behavior. He/she may occasionally demonstrate low work motivation or minor violations of the rules.	
Professional Potential	
This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.	
This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.	
Sales Focus	
This is a measure of the tendency to suggest or show alternative solutions based on customer needs. This trait is characterized by: directing conversation toward a commitment/order/sale, showing confidence even	