

Sales Supervisor - One Sitting

Assessment Fact Sheet

Overview

The Sales Supervisor solution is an assessment used for job candidates applying to entry-level sales leadership positions that generally supervise employees and have a significant portion of their job performance based on sales. Sample tasks for these jobs include, but are not limited to: planning and preparing work schedules, promoting products to customers; training subordinates; building ongoing customer relationships; and making day-to-day decisions with minimal guidance from others. Potential job titles that use this solution are: Assistant Sales Manager and Sales Supervisor.

	Job Level	Front Line Supervisor/Team Leader	
	Job Family/Title	Sales Suite	
Details	Average Testing Time (minutes)	38 minutes	
	Number of Sittings	One	
	Designed for Unproctored Environment	Yes	
	Question Format	Multiple Choice, Adaptive	

Knowledge, Skills, Abilities and Competencies Measured

Management Potential: This measures a candidate's tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

Thoroughness: This measures a candidate's tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

Reliability: This measures a candidate's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Achievement: This measures a candidate's tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Innovation: This measures the tendency of the candidate's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

Influence: This component measures the tendency of a candidate's effectiveness in directing and© 2013 SHL. All rights reserved.www.shl.com influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.



Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

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.

Persistence: This measures the tendency to be influential, confident, and persistent when working towards sales goals. This trait is characterized by suggesting solutions to meet customer needs, demonstrating confidence in the sales process, and persisting and displaying resiliency when faced with challenges or setbacks.

Sales Potential: This is a measure of the tendency to have a combination of sales skills and experiences that predict success in sales positions. This is characterized by: showing alternative solutions based on customer needs; directing conversations toward a commitment/order/sale; showing confidence even after a hard refusal/rejection; and striving to close a transaction every time. This is demonstrated by answering questions on a multifaceted measure relating to background, experience, and opinions.

Example Questions





-1	w m	any sales courses or sales training programs have you attended?	
a)	C	none	
b)	C	one or two	
c)	C	three or four	
d)	C	five or more	
Con	npare	d to the general public, I think that my potential or actual ability to supervise (others is in the:
a)	0	top 5%	
b)	C	top 20%, but not in the top 5%	
c)	C	top half, but not in the top 20%	
d)	C	lower half	
Ch	1005	se which of the two statements below is more t	rue of you.



Example Reports

Recruiter Report : Sales Supervisor - Short Form



Applicant Information

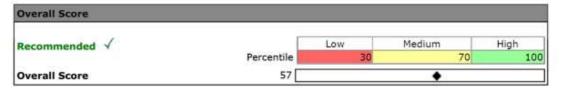
Name:Sales Tester

Application Date:Tue Jul 14 16:00:00 EDT 2009

Applicant ID:3491

Session ID:23640653371454

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.



Detailed Results				
		Low	Medium	High
	Percentile	30	70	100
Management Potential	31	•		
Thoroughness	18	•		
Reliability	67	•		
Achievement	36	•		
Innovation	38	•		
Influence	24	•		
Independence	47	•		
Professional Potential	90			+
Persistence	73		+	
Sales Potential	95			•

Score Interpretation

Management Potential

This component measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

This candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is somewhat similar to judgments made by highly effective managers. The average match between the profiles suggests that the candidate is somewhat likely to be a successful manager.

Thoroughness

This component measures the tendency to be thorough and precise in approaching work and personal