

Sales Engineer – One Sitting

Assessment Fact Sheet

Overview

The Sales Engineer solution is designed for use with professional level telecommunications engineers with distinct sales responsibilities. The solution is focused on positions that involve the design of telecommunications networks for specific customer applications, and places an emphasis on reasoning ability and sales ability. Sample tasks may include: designing network solutions to meet customer needs, communicating technical information to all levels of clients participating in the sales process, assisting or owning the sales process, and ensuring proper implementation of contracted equipment and services. Potential job titles that use this solution are: Sales Engineer, Senior Technical Consultant, and Technical Sales Lead.

Job Level	Professional
Job Family/Title	Telecommunications Suite

Details

Average Testing Time (minutes)	61 minutes
Allowed Time (minutes)	Unlimited Overall; Some Sections Timed
Maximum Number of Questions	240 (198 items on average)
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice-Adaptive, Forced Choice, Forced Choice-Adaptive
Product Category	Standard Job Templates

Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning: This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

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.

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.

Senior Sales Retention: This is a measure of background, experiences, attitudes and opinions that are associated with voluntary job tenure in senior-level sales positions. It is designed to assess a variety of factors that affect retention that are independent of job performance, and it is NOT included in the overall solution score. Rather, it is provided as an additional piece of information that may be considered along with the other scores that predict actual job performance.

Example Questions

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

a <input type="radio"/>	none
b <input type="radio"/>	1
c <input type="radio"/>	2
d <input type="radio"/>	3
e <input type="radio"/>	4 or more

Five Year Costs for Company IV				
Year	Margins ² (in percentages)	Total Costs ¹		
		Labor Costs (Dollar amount in millions)	Material Costs (Dollar amount in millions)	Fixed Costs (Dollar amount in millions)
2003	2.6	20.2	8.2	10.0
2004	3.4	25.1	10.6	10.5
2005	1.8	19.5	10.2	11.0
2006	2.1	17.6	9.8	11.5
2007	2.5	15.2	12.8	12.0

¹ **Total Costs** - in this problem, you should assume that total costs are comprised of three components: labor costs, material costs, and fixed costs.
² **Margin** - in this problem, margin is defined as sales revenue minus total costs.

Assume that fixed costs continued to rise after 2007 at a rate of 0.5 million dollars per year and labor costs decrease by 10% per year. In what year will fixed costs exceed labor costs?

a <input type="radio"/>	2008
b <input type="radio"/>	2009
c <input type="radio"/>	2010
d <input type="radio"/>	2011
e <input type="radio"/>	2012

Which of the following have you disliked most about any job situation you have been in?

<input type="radio"/> a	poor pay
<input type="radio"/> b	lack of cooperation among employees
<input type="radio"/> c	lack of recognition
<input type="radio"/> d	resistance to new ideas
<input type="radio"/> e	lack of support and direction
<input type="radio"/> f	lack of interesting work

Zones are determined based on the region to which a passenger is flying, along with the first letter of the passenger's last name.

Region	Name	Zone
NE	A - M	1
NE	N - Z	2
NW	A - M	5
NW	N - Z	4
SE	A - M	3
SE	N - Z	4
SW	A - M	5
SW	N - Z	3

Which zone is Paul Horne in if he is flying to the SE?

<input type="radio"/> a	1
<input type="radio"/> b	2
<input type="radio"/> c	3
<input type="radio"/> d	4
<input type="radio"/> e	5

For each group of three words, select the **one** word that is **most** like you.

<input type="radio"/>	understanding
<input type="radio"/>	successful
<input type="radio"/>	happy
<input type="radio"/>	original
<input type="radio"/>	stable
<input type="radio"/>	persistent

Choose which of the two statements below is more true of you.

a I value doing a task well.

b I am able to reach goals I set without too much effort.

Choose which of the two statements below is more true of you.

a My co-workers are somewhat more successful than I am at getting people to change their minds.

b I am likely a better leader than a follower.

Example Reports

Recruiter Report : Telecom 5.5: Sales Engineer - Short Form

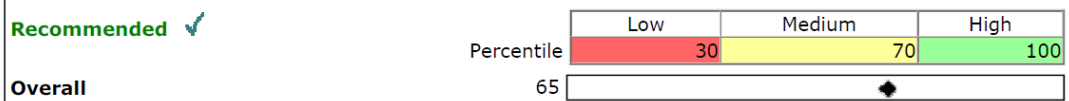


Applicant Information

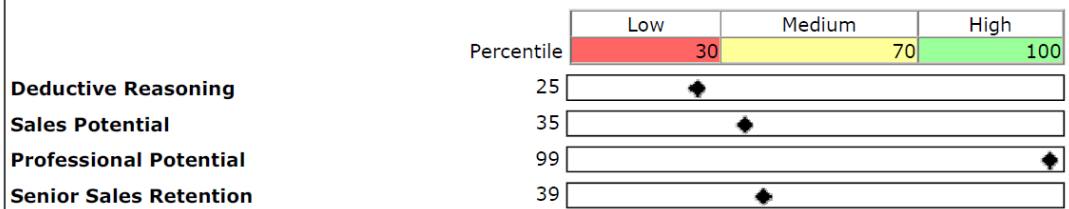
Name:calvin coolidge
Application Date:Tue Jan 11 18:12:00 PST 2011
Applicant ID:4043
Session ID:80184807548704

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



Detailed Results



Score Interpretation

Deductive Reasoning

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information.

At work, this individual is likely to take longer than most others to solve problems and will have more difficulty identifying the amount of information necessary to draw conclusions. Others with higher levels of deductive reasoning ability may be able to form solid arguments more effectively, identify the weaknesses in the arguments of others, and develop logical solutions to problems. He/she may have flaws in his/her logic.

Sales Potential