

Senior Insurance Agent Solution Fact Sheet



Senior Insurance Agent - One Sitting

Assessment Fact Sheet

Overview

The Senior Insurance Agent solution is for senior-level professional positions in the insurance industry that sell a portfolio of insurance products, including property, casualty, automotive, health, and life. Sample tasks for this position include, but are not limited to: calling on policyholders to deliver and explain policies or suggest additions or changes; calculating premiums; customizing insurance programs to suit individual customers; ensuring policy requirements are fulfilled; and conferring with clients to obtain and provide information when claims are made on a policy. Potential job titles that use this solution are: Insurance Sales Professional; Senior Producer; Senior Insurance Sales Agent; Insurance Agent.

Job Level	Professional
Job Family/Title	Insurance

Details

Average Testing Time (minutes)	44 minutes
Maximum Number of Questions	203 items
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple choice

Knowledge, Skills, Abilities and Competencies Measured

Screening (Unproctored)

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.

Professional Potential: This component measures the tendency to have potential for success in the retail industry. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Drive for Results: This is a measure of the tendency to take a leadership role within an organization. This trait is characterized by: taking pride in reaching difficult goals; enjoying a fast-paced lifestyle; having high self-confidence in his/her abilities; and taking charge in group situations.



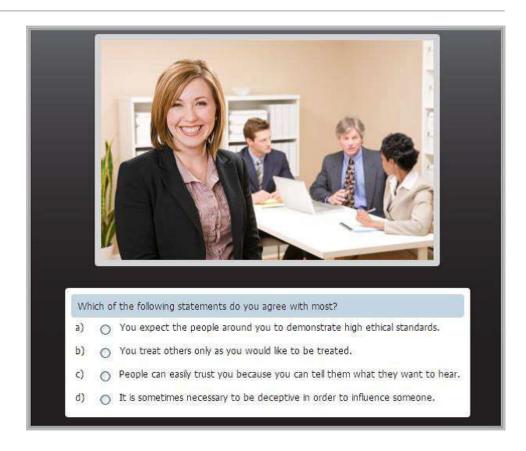
Knowledge, Skills, Abilities and Competencies Measured

Self Motivation: This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable; behaving in accordance with high ethical standards; being optimistic; and remaining relaxed in stressful situations.

Business Acumen: This is a measure of the tendency to analyze and detect underlying themes when solving problems. This is a trait characterized by: visualizing future needs and problems; being creative and innovative when generating new ideas; systematically looking at data; and planning and organizing tasks.

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





Example Questions

The on-the-job help I've gotten from supervisors I've had has been: outstanding O very good O good O fair onone of my supervisors has really helped me

Wh	ich of	f the following have you disliked most about any job situation you have been in?
a)	0	poor pay
b)	0	lack of cooperation among employees
c)	0	lack of recognition
d)	0	resistance to new ideas
e)	0	lack of support and direction
f)	0	lack of interesting work



Example Reports

