



Senior Insurance Agent Solution

Fact Sheet

SHL.

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
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Job Family/Title	Insurance
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Details

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



Which of the following statements do you agree with most?

- a) You expect the people around you to demonstrate high ethical standards.
- b) You treat others only as you would like to be treated.
- c) People can easily trust you because you can tell them what they want to hear.
- d) It is sometimes necessary to be deceptive in order to influence someone.

Example Questions

The on-the-job help I've gotten from supervisors I've had has been:

- a) outstanding
- b) very good
- c) good
- d) fair
- e) poor
- f) none of my supervisors has really helped me

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

- a) poor pay
- b) lack of cooperation among employees
- c) lack of recognition
- d) resistance to new ideas
- e) lack of support and direction
- f) lack of interesting work

Example Reports

Detailed Report Instance 5-5: Senior Insurance Agent - Short Form

Recruiter: Harrison Development

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Applicant Information

Name: _____
 Application Date: Fri Oct 30 14:45:00 EDT 2009
 Applicant ID: 12412240
 Session ID: 353081423271881625
 Library: Selection

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 the interpretive report or other products that Previsor offers, please contact your account representative.

Overall Score

Recommended

Overall Score: 87

Percentile	Low	Medium	High
	25	75	100

Detailed Results

Percentile	Low	Medium	High
	25	75	100
Sales Potential			
Professional Potential			
Senior Sales Retention			
Drive For Results			
Business Acumen			

Score Interpretation

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.
The candidate is more likely to have a history of sales-related positions and accomplishments. The candidate is more likely to be able to qualify a sales opportunity and complete the sale. The candidate is more likely to be highly motivated and will tend to establish and attain demanding goals that stretch their individual capability.

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.

Senior Sales Retention
 This is a measure of background, experience, 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.
Compared to other candidates, the candidate is likely to have average job tenure in a senior-level sales position, assuming that job performance is at least adequate.

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.
The candidate is likely to be somewhat motivated to succeed. The candidate tends to set moderately difficult goals for him/herself and others. The candidate is likely to occasionally be proactive in taking action.

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.
The candidate is likely to be able to control emotions in the workplace most of the time. The candidate will generally have a positive attitude and be somewhat optimistic about the future. The candidate takes responsibility for his/her actions most of the time and demonstrates moderate levels of professionalism.

Business Acumen
 This is a measure of the tendency to analyze and debate underlying theories when solving problems. This is a trait characterized by: visualizing future needs and problems; being creative and innovative (than generating new ideas); systematically looking at data; and planning and organizing tasks.
The candidate is likely to have average planning and organizing skills. He/she may be somewhat innovative and use alternative modes of thinking some of the time. The candidate is likely to learn at an average pace.

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