

Sales Manager - Short Form

Assessment Fact Sheet

Overview

The Sales Manager solution is an assessment used for applying to entry to mid-level sales leadership positions that generally manage 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 sales plans, 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: Sales Manager and Manager of Direct Sales.

Job Level	Front Line Manager
Job Family/Title	Sales

Details

Average Testing Time (minutes)	63 minutes
Allowed Time (minutes)	Untimed
Maximum Number of Questions	185 questions
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Adaptive, Multiple Choice
Product Category	Pre-Packaged Job Solutions

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. This provides an indication of how one will perform when asked to develop solutions when presented with information and the ability to draw sound conclusions from data. This form of reasoning is commonly required to support work and decision-making in many different kinds of jobs at many levels.

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

Achievement: This measures the 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.

Flexibility: This measures the tendency to effectively work, despite changes in coworkers, settings, and environment. This trait is characterized by: one's desire for variety and flexibility in work and a comfort level in the midst of changing circumstances.

Confidence and Optimism: This measures the tendency to have belief in one's own ability to get the job done. This trait is characterized by: optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Thoroughness: This measures the tendency to be thorough and precise when approaching work and personal activities. This trait is characterized by: being accurate, finding and correcting errors, and maintaining order in work and personal affairs.

Sense of Duty: This measures the tendency to acknowledge and respect authority and to accept and comply with rules. This trait is characterized by: trustworthiness, protecting sensitive or confidential information, following required procedures, and honoring one's commitment to the organization.

Independence: This measures the tendency of one's willingness to take action and independently make decisions. This trait is characterized by: effectively working without immediate supervision, not being overly dependent on assistance from others, and being resourceful in the face of challenges.

Influence: This measures the tendency of one's effectiveness in directing and influencing others. This trait is characterized by: effectively persuading and negotiating with others, influencing others' decision-making, and coordinating others' efforts to accomplish work.

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

Leadership Professionalism: This measures the tendency to have potential for professional success across industry type and functional area. This is determined by scores derived from responses to questions about 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 measures 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

Compared to the general public, I think that my potential or actual ability to supervise others is in the:	
a <input type="radio"/>	top 5%
b <input type="radio"/>	top 20%, but not in the top 5%
c <input type="radio"/>	top half, but not in the top 20%
d <input type="radio"/>	lower half

