

Precise Fit 初级销售岗位解决方案

测评简介

概述

Precise Fit 初级销售岗位解决方案为初级工作岗位设计，考察候选人是否能主动向顾客销售产品或服务，根据销售业绩获得提成或补偿。工作内容包括但不限于：向顾客推销产品、劝说顾客购买产品以及完成与顾客的交易等。本解决方案可能适用的职位有：销售员、零售员、销售助理、销售顾问等。

职位级别 初级

职位类别 零售、客服

详细信息

平均测试时间 (分钟) 20 分钟

形式 电脑、手机

问题类型 单选题、最符合 / 最不符合

所衡量的知识、技能、能力和胜任力

控制情绪： 用于衡量候选人能在多大程度上控制负面情绪。

处理不确定性： 用于衡量在职责和情况不明确的情况下，候选人能否有效工作。

创造积极印象： 用于衡量候选人管理自己的行为、给人留下积极印象的能力。

提出新想法： 用于衡量候选人提出创新方法的能力。

有效倾听： 用于衡量候选人倾听他人的耐心度和专注度。

保持良好的工作关系： 用于衡量候选人努力发展与他人的良好关系的程度。

说服他人： 用于衡量候选人是否能为说服他人改变想法或行为而考虑、调整并应用不同的策略。

有销售意识： 用于衡量候选人是否能根据客户需求提出替代性解决方案，具体表现为：引导对话方向、达成交易；即便遭到强硬拒绝或反对，仍能表现出自信；时刻力争达成交易。

努力实现目标： 用于衡量候选人是否能主动设定高目标并努力达到或超越这些目标。

示例问题 - 手机版



示例问题 - 电脑版



示例报告

Candidate Information	
Candidate : Test Candidate	Email : Test@testcandidate.com
Template Selected: Precise Fit Entry Level Sales Roles	Project Name: Sales Associate
Job role: Retail Sales Associate	Candidate Location(s): Washington, DC
Disclaimer : Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.	

PF Entry Level Sales Sift Out

Instructions

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 SHL offers, please contact your account representative.

Overall Score



Percentile

78

Recommended

Details

Sales Focus	This is a measure of the attributes related to success in sales jobs. Sales Focus is characterized by: persistence for overcoming obstacles in order to close a sale, desire to pursue aggressive goals and achieve results, and high levels of energy and stamina even after a hard refusal/rejection.
<p>Percentile 85</p>	The candidate is more likely than other candidates to put in extra effort to persist in overcoming challenges and demonstrate urgency for getting things done, especially when trying to close a sale. The candidate tends to show a desire to achieve results and exceed expectations, and works hard to accomplish challenging goals. He/She is likely to work quickly, enjoy a busy schedule, and bounce back quickly after a hard refusal or rejection.
Understands others	This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.
<p>Percentile 49</p>	This candidate is likely to try and understand the behavior of others and show some awareness of others' points of view.
Listens effectively	This measures the extent to which the candidate listens patiently and attentively.
<p>Percentile 67</p>	This candidate tends to listen to others with minimal interruption. They try to understand others' points of view before forming an opinion.
Maintains good working relationships	This measures the extent to which the candidate puts effort into developing good relationships with others.
<p>Percentile 44</p>	This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.

Creates a positive impression	This measures the extent to which the candidate manages own behavior to create a positive impression.
<p>30 70 100 Percentile 62</p>	This candidate is likely to be concerned about their appearance and put forth the effort to make a good impression, but prefer to act more 'real' in less formal situations.
Persuades others	This measures the extent to which the candidate considers, adapts and applies different strategies in order to convince others to change their opinion or behavior.
<p>30 70 100 Percentile 63</p>	This candidate is likely to consider and apply some strategies for persuading other people to alter their opinion or behavior. However their use and success of these strategies may be limited.
Generates new ideas	This measures the extent to which the candidate creates innovative approaches.
<p>30 70 100 Percentile 58</p>	This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.
Copes with uncertainty	This measures the extent to which the candidate is productive when roles and situations are not clearly defined.
<p>30 70 100 Percentile 36</p>	This candidate is likely to remain productive when faced with ambiguity in their role.
Thrives under pressure	This measures the extent to which the candidate keeps things in perspective and stays calm and focused when under pressure.
<p>30 70 100 Percentile 50</p>	This candidate may have some loss in productivity when work pressures increase, and find it challenging to remain calm when under pressure.
Controls emotions	This measures the extent to which the candidate keeps negative emotions under control.
<p>30 70 100 Percentile 56</p>	As with most candidates, this candidate will likely be challenged by difficult situations and may at times have to work hard to hide their negative reactions.
Strives to achieve	This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.
<p>30 70 100 Percentile 30</p>	This candidate may prefer to set easily achievable goals over ones that may be more demanding. They may also exhibit little effort to meet their goals.