

Precise Fit Entry Level Sales Roles Solution

Assessment Fact Sheet

Overview

The Precise Fit Entry Level Sales Roles Solution is for entry-level positions in which employees proactively sell products or services to customers and have their compensation and/or performance based on sales revenue. Sample tasks for these jobs include, but are not limited to: promoting products to customers, persuading customers to buy products, and completing a transaction with a customer.

Potential job titles that use this solution are: Sales Representative, Retail Sales Associate, Sales Consultant, Sales Clerk, Sales Floor Team Member, and Retail Salesperson.

Job LevelEntry-level

Job Family/TitleRetail & Contact Center

Details

Average Testing Time20 minutes

Formats AvailablePC, Mobile

Question FormatMultiple Choice, Most / Least

Knowledge, Skills, Abilities and Competencies Measured

Controls Emotions: This measures the extent to which the candidate keeps negative emotions under control.

Copes with Uncertainty: This measures the extent to which the candidate is productive when roles and situations are not clearly defined.

Creates a Positive Impression: This measures the extent to which the candidate manages their behavior to create a positive impression.

Generates New Ideas: This measures the extent to which the candidate creates innovative approaches.

Listens Effectively: This measures the extent to which the candidate listens patiently and attentively.

Maintains Good Working Relationships: This measures the extent to which the candidate puts effort into developing good relationships with others.

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.

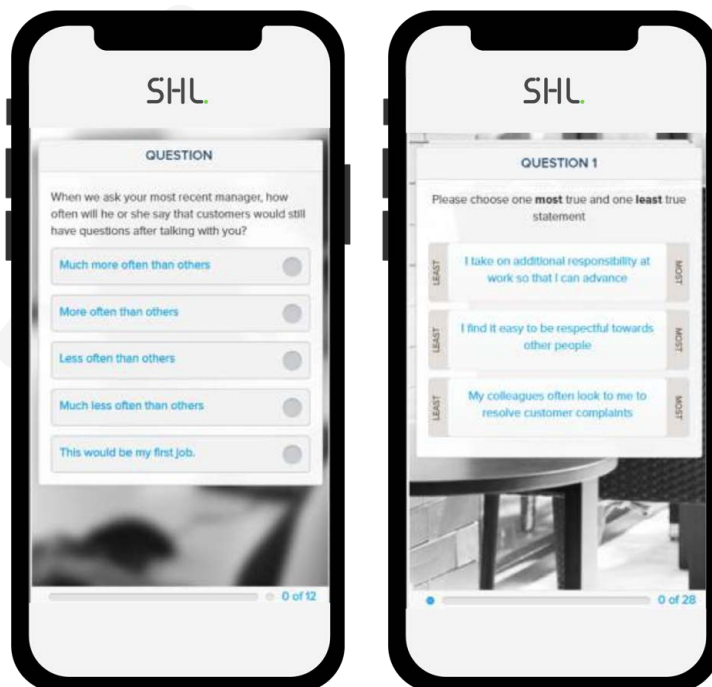
Sales Focus: This is a measure of the tendency to suggest or show alternative solutions based on customer needs. This trait is characterized by: directing conversation toward a commitment/order/sale; showing confidence even after a hard refusal/rejection; and striving to close a transaction every time.

Strives to Achieve: This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.

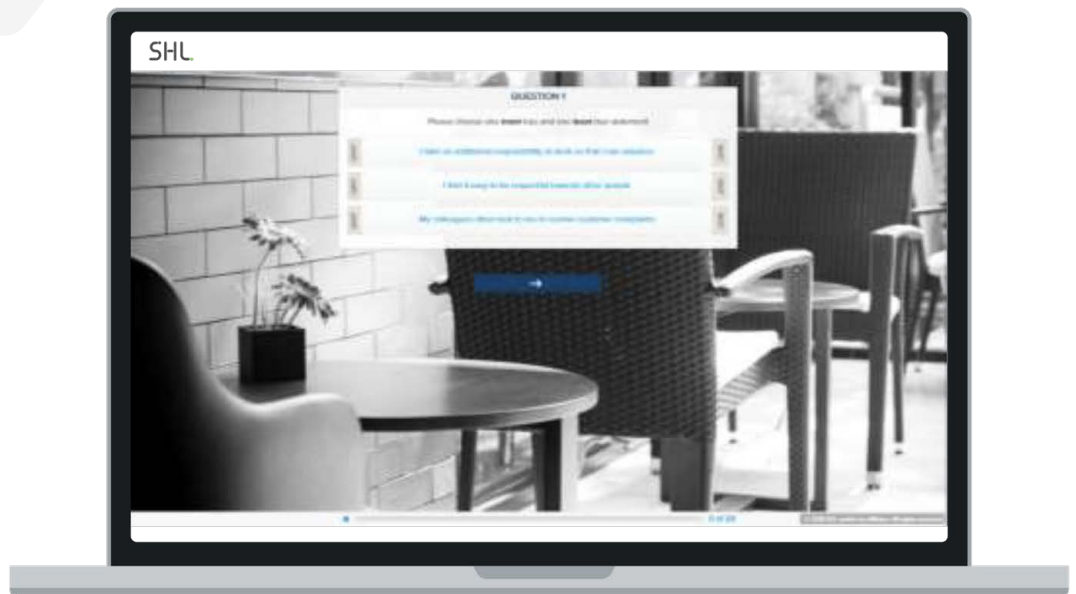
Thrives Under Pressure: This measures the extent to which the candidate keeps things in perspective and stays calm and focused when under pressure.

Understands Others: This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.

Sample Items - Mobile



Sample Items - PC



Sample Items - Sample Report

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
<p>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.</p>	

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

<p>Sales Focus</p> <p>Percentile 85</p>	<p>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> <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.</p>
<p>Understands others</p> <p>Percentile 49</p>	<p>This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.</p> <p>This candidate is likely to try and understand the behavior of others and show some awareness of others' points of view.</p>
<p>Listens effectively</p> <p>Percentile 67</p>	<p>This measures the extent to which the candidate listens patiently and attentively.</p> <p>This candidate tends to listen to others with minimal interruption. They try to understand others' points of view before forming an opinion.</p>
<p>Maintains good working relationships</p> <p>Percentile 44</p>	<p>This measures the extent to which the candidate puts effort into developing good relationships with others.</p> <p>This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.</p>

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.