



Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Sales Consultant - Sales Professional 7.0

Completion Date: 01-02-2019

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.

Sales Professional 7.0

Instructions

This report is designed to give you information about your relative strengths and weaknesses on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help you excel in the workplace.

The score that you receive describes how your responses compared against our database of responses consisting of your peers. The assessment that you have taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

The developmental tips that you receive are intended to help you improve your skills for each specific competency. All of us, regardless of our scores, can improve our job performance by following appropriate developmental solutions and strategically focusing on areas that may require improvement. A commitment to personal improvement signifies initiative and developmental planning, both of which are important to job performance. Try using this feedback to formulate specific development plans that relate to your work goals and objectives. Don't try to do everything at once, as personal development does not happen overnight. If you score in the 'Red Zone', this may be an area where you want to focus your developmental efforts. Even if you score well it is still important for you to use the developmental tips to leverage your strength in this competency.

Details

Tolerance of Sales Pressure	This measures the tendency to be comfortable with the constant pressure associated with meeting competitive sales goals. This trait is characterized by: being motivated and excited by sales expectations; showing confidence when negotiating and influencing; and being goal-driven.
	<p>You are likely to remain calm and relaxed under high levels of sales pressure. You are not usually anxious, nor do you worry excessively. The stress of workload and work situations is not likely to affect your emotional state or your job performance. Others will view you as completely resilient to stress while others struggle. You usually get what you want when negotiating with or trying to persuade someone and feel energized by the process.</p> <ul style="list-style-type: none">• Consider how unrealistic expectations may cause undue stress for you. Evaluate how often you have set goals for yourself that could not be accomplished and consider what impact this has on your outlook for the future.• Before entering a challenging sales meeting, prepare for the likelihood that not everyone will appreciate your perspective or agree with your suggestions. Adjust your expectations to prepare for some criticism.• Take the time to ask customers for feedback, both positive and negative. Actively listen to what they have to say and communicate these findings to the appropriate people in your organization. Follow up with these people in your organization to see how the information is being used.• Maintain your tolerance of others, regardless of the situation. Avoid burning bridges, offending people, and blaming others for outcomes. Remember that in organizations, friends come and go, but enemies accumulate.• Analyze how you currently show confidence and self-assurance. What behaviors do you use? In which circumstances are you likely to show the most confidence? What would you like to improve in other areas where less confidence is evident?• Model versatility for those around you. Begin with low-risk situations, where only subtle changes are required. Let trusted colleagues know that you are evaluating a more adaptive approach. Ask for their reactions and comments.• Analyze the general level of versatility in your sales team. Observe how people react to new goals and stressful situations. Consider how you might help others to feel more prepared to handle difficult goals and clients.• When you see others lacking confidence or resilience during negotiations, offer to mentor them. Help them to channel their stress and anxiety into more positive outcomes during negotiations.

<p>Achievement</p>	<p>This component 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.</p>
	<p>You are likely to be motivated by pursuing challenging goals, and you are not deterred by obstacles or time pressure. You tend to approach your work with more intensity than others and you are often very competitive. You are motivated to seek numerous opportunities for achievement and you thrive on being recognized for your hard work and accomplishments.</p> <ul style="list-style-type: none"> • Avoid moving on to new challenges without taking the time to first celebrate accomplishments. Use these times of celebration to encourage yourself and those around you. • Make sure you understand the expectations of key stakeholders prior to launching major initiatives. Seek clarification as needed to be sure your results match those sought by your organization. • Keep notes of what went right and wrong during projects. Upon completion, review what went wrong and consider alternative approaches. Devote specific time to reviewing these alternatives prior to launching similar projects. • Make sure your accomplishments do not overshadow the efforts of contributing team members. While others may not share your drive for achievement, it is important that you allow them to share in celebrating success. • Draw a connection between your goals and the mission of the organization. Develop specific steps that contribute to these goals and communicate the linkages to those around you. Allow others to see how incremental efforts impact the big picture. • Make a list of your accomplishments and review weekly. Take note of how these successes impact the organization. Use this information to motivate yourself to reach even higher performance. • When approaching time-sensitive work, set completion dates that allow you to accomplish goals early with time for sufficient quality assurance efforts. Allow yourself time to strive for excellence even under time pressure. • When confronted by major obstacles, consider how much effort is required to produce desired results. Avoid the temptation to commit more resources than are appropriate given the project's importance. When in doubt, seek guidance from your superiors to ensure proper alignment.
<p>Customer Focus</p>	<p>This is a measure of the tendency to show persistent enthusiasm when interacting with customers. This trait is characterized by: apologizing sincerely for inconveniences; being patient; tolerating rude customers calmly; and searching for information or products for customers.</p>
	<p>You are likely to be competent and courteous by communicating effectively, showing persistent enthusiasm in customer interactions, and giving customers full attention. You are also likely to tolerate rude customers calmly, find solutions for customer problems, and remain cheerful throughout the workday.</p> <ul style="list-style-type: none"> • Be knowledgeable about your organization and its products, policies, practices, and procedures. • Be enthusiastic about serving customers and always 'go the extra mile' to meet their needs. • When you are a customer at other businesses, try to understand and analyze your own experiences as a customer and use this information to improve your customer service skills. • Listen to what sales people are saying about customer trends to anticipate new service requirements. • Learn what marketing campaigns are planned for the next period. • Read books and articles on customer service skills. • Volunteer to mentor or train new staff members. • Understand how your organization measures service quality and work to excel in those areas.

Professional Potential	<p>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.</p>
	<p>Your 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 you are likely to be successful in a professional position.</p> <ul style="list-style-type: none"> • Look for opportunities to train others and seek feedback on your training style and effectiveness. • Learn as much as you can about the people you work with and how they can best contribute to projects you are involved in. • Set difficult goals for yourself and reward yourself when you achieve them. • Talk about the success of others and tell people about the role others have played in your success. • Strive for cooperation rather than competition with your co-workers.
Sales Focus	<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>You are more likely than other candidates to prefer challenging tasks. You demonstrate a sense of urgency for getting work done, especially when trying to close a sale. You tend to be a self-starter, and continually set new, more challenging goals for yourself. You usually work more quickly than others; you enjoy a busy schedule, and bounce back quickly after a hard refusal or rejection.</p> <ul style="list-style-type: none"> • Try out company products yourself, so you can add personal experience to your sales presentations. • Get to know your competition. Outline what their products offer and things that you can do to leverage your product. • When customers are happy with your services, ask for referrals. • Read books and articles on sales and selling. • Respond to voicemail and e-mail messages as soon as possible. • Understand what service issues customers often have with your products by talking to your repair, helpdesk, or support teams. • Work to stay abreast of new products and services in your field.