



Date : Oct 3, 2006

Name : Julie Testing  
ID : 137903

### Solution Sales Graph

Characteristic	Above Average	Average	Below Average
<b>Ability to Rapidly Think of Solutions</b>			●
<b>Adaptability During Sales Process/Presentation</b>			●
<b>Enthusiastic Presentation</b>			●
<b>Handling Objections</b>	●		
<b>Handling Rejection</b>			●
<b>Prospecting (Client Specific)</b>			●
<b>Motivation for Bonus/Commission (Client Specific)</b>	●		

#### Ability to Rapidly Think of Solutions

- Julie GENERALLY THINKS OF NEW SOLUTIONS MORE SLOWLY THAN OTHERS
  - Solution and consultative type selling versus selling a more tangible product may be difficult for Julie
- QUESTION: Describe a time when you felt very successful in a sales position. What were you selling and how did you go about the sales process?

#### Adaptability During Sales Process/Presentation

- Julie TENDS TO PREFER A SCRIPTED AND PREDICTABLE APPROACH TO THE SALES PROCESS THAT WOULD BE FOUND MORE IN A TANGIBLE TYPE SALES POSITION
  - Julie may have difficulty adapting to the prospect or customer during the sales call or presentation
- QUESTION: Give an example of a sales situation where you had to change your solution for the client at the last minute in order to get the business. How did it work out?

#### Enthusiastic Presentation

- Julie TENDS TO BE MORE TECHNICAL AND INTROVERTED WHICH WILL CAUSE DIFFICULTY BEING ENTHUSIASTIC DURING PRESENTATIONS
  - Julie may be better suited to solution selling environments where listening to the prospect or customer is much more important than being outgoing and friendly
- QUESTION: Describe a time when you had to give a very up-beat sales presentation to a group of people.

How did you prepare yourself for it and how did it turn out?

### **Handling Objections**

- Julie is usually able to overcome objections from prospects
- In sales situations that require a "soft sale" or diplomatic approach, Julie may appear too pushy or confrontational

QUESTION: Describe a time when you lost a sale because you may have pushed the prospect a little too hard to buy into your solution.

### **Handling Rejection**

- Julie MAY HAVE DIFFICULTY HANDLING REJECTION
- May be better suited for solution sales environments where the call is more of a "warm sales" call or where the customer actually comes to the salesperson for help with the buying decision

QUESTION: Describe a time when you were selling a product or service which required you to handle a great deal of rejection during the day. How did you deal with it?

### **Prospecting (Client Specific)**

- NOTE: This behavioral competency area may not be relevant to every client situation
- Julie MAY HAVE DIFFICULTY PROSPECTING FOR BUSINESS

- Better suited to environments where leads are given, or where the buyer actually comes to the salesperson for assistance in the purchase rather than the salesperson having to find the prospect

QUESTION: Describe a time when you had to do your own prospecting for customers. How effective was your approach?

### **Motivation for Bonus/Commission (Client Specific)**

- NOTE: This behavioral competency area may not be relevant to every client situation
- Julie prefers individual rewards versus team incentives
- Typically, Julie is better suited to individual compensation based on their own results
- Julie may have difficulty if the solution sales process requires a great deal of team effort to close or to implement the solution for the customer

QUESTION: Tell me about a time when you felt your sales process and environment was too focused around team results rather than individual achievement. What did you do to make it work for you?

### **Good Impression (Social Desirability)**

- Julie's responses have been frank and open

**Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**

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