



Date : Oct 3, 2006

Name : Julie Testing
ID : 137903

Tangible Sales Graph

Characteristic	Above Average	Average	Below Average
Enthusiastic Presentation			●
Handling Objections	●		
Consistent Delivery of Sales Process or Script	●		
Prospecting (Client Specific)			●
Quick Problem Solving (Client Specific)			●
Handling Rejection (Client Specific)			●
Motivation for Bonus/Commission (Client Specific)	●		

Enthusiastic Presentation

- Julie MAY HAVE DIFFICULTY BEING ENTHUSIASTIC WITH PRESENTATIONS
- May be better suited to environments where listening to the prospect or customer is much more important than being outgoing and friendly

QUESTION: Describe a time when you felt that your supervisor or manager placed too much importance on being friendly with prospects rather than actually educating them to your products and services. How did you deal with this?

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 to be argumentative or too pushy

QUESTION: Describe a time when you lost a sale because you may have pushed the prospect a little too hard.

Consistent Delivery of Sales Process or Script

- Julie tends to follow a script and/or sales process very closely
- Julie can have difficulty being "adaptable" during a sales presentation or process

QUESTION: Describe a time when you thought of several ways you could have handled a sales call after

it was too late. What was the situation and how did it turn out?

Prospecting (Client Specific)

- NOTE: This behavioral competency area may not be relevant to every client situation

- Julie MAY HAVE DIFFICULTY PROSPECTING FOR BUSINESS

- May be 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 did you do it?

Quick Problem Solving (Client Specific)

- NOTE: This behavioral competency area may not be relevant to every client situation

- Julie generally solves problems more slowly than others, so more complex sales processes and product may be more difficult

- Important to provide Julie additional training time using hands on experience whenever possible

- May be better suited to situations requiring simpler and more routine sales scripts and processes

QUESTION: Describe a time when you felt the training you received was not sufficient to be successful in your job. How did you handle it?

Handling Rejection (Client Specific)

- NOTE: This behavioral competency area may not be relevant to every client situation

- Julie MAY HAVE DIFFICULTY HANDLING REJECTION

- May be better suited for situations such as retail or account maintenance where the customer is generally ready to buy and needs information or a good experience to make the purchase

QUESTION: Describe a time when a prospect was particularly pushy and difficult to deal with. What happened?

Motivation for Bonus/Commission (Client Specific)

- NOTE: This behavioral competency area may not be relevant to every client situation

- Julie's competitive nature generally creates more motivation for individual rewards

- May be better suited to environments that highly value and reward individual achievement

QUESTION: Tell me about a time when you felt your job was too focused on team results. 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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