

Selection

Sarah Sample

Sales

Success Pattern: **Generic Sample**
Created: 12/28/2015
Assessment Completed: 12/28/2015
Report Printed: 12/10/2019

» Selection Report - Sarah Sample

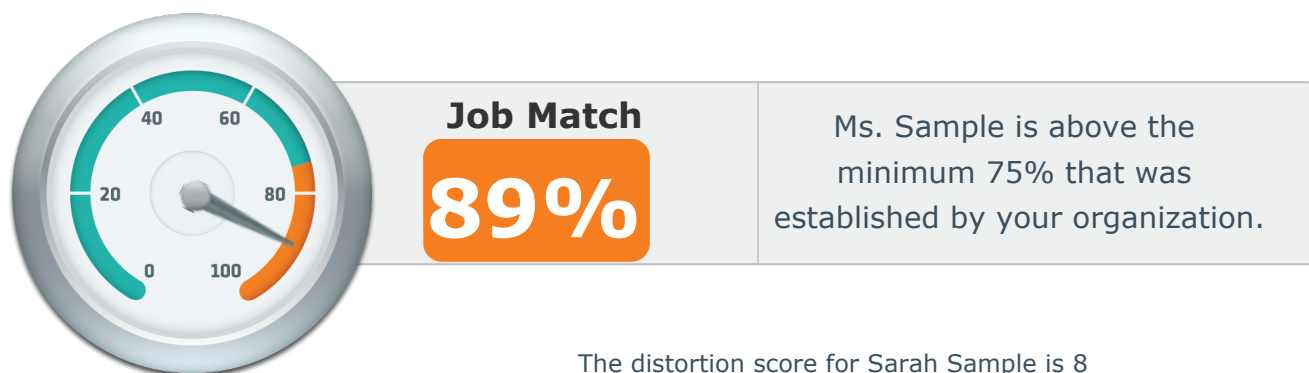
This report provides information which reflects the responses provided by Ms. Sample when completing the assessment. This information will be valuable when considering Sarah for the position by demonstrating how well she fits the job. This is accomplished by comparing her results to a Success Pattern, which defines the requirements of the position by identifying the characteristics that will yield success in the position.

The Job Match provided below is a percentage of her alignment with the Success Pattern. The rest of the report will guide you through the process with information about Sarah as a person and her behaviors in relationship to the position.

Job Match to Generic Sample

Following is the display of the Job Match percentage to the Success Pattern of Generic Sample. The match is calculated by comparing the scores of Ms. Sample to the Success Pattern created for this position.

A minimum job match percentage, as displayed by the green area of the gauge below, was selected by your organization to ensure Ms. Sample is a highly compatible candidate for this job.



The distortion score for Sarah Sample is 8

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

Assessment results should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.

Please see the last page of the report for possible Areas of Concern.



Talent Summary

Ms. Sample scored in the average region on the Reasoning scale. Her capacity to learn and apply new information is sufficient for most jobs, but she may require assistance on occasion when dealing with complex problems on the job.

Ms. Sample is interested primarily in the Technical, Sales/Business, and Financial themes. She is interested in intellectual pursuits, such as science and research, and she probably searches for well-researched ways to improve her sales and persuasion techniques. Furthermore, she understands and appreciates the need for effectively managing information flow and following best practices.

Ms. Sample generally complies with policies, and she readily accepts supervision, but she may deviate from established protocols if she thinks they are getting in her way. She does not have a strong need to challenge others' opinions. Sarah can be fairly outgoing, but she may also be more reserved on some occasions.

Ms. Sample is a self-starter and an energetic worker who can manage multiple tasks at once. She tends to be skeptical and suspicious of change when risk is involved. Having a strong desire to be in charge, she will attempt to influence the direction and activities of the group.



Talent Details

For an in depth picture of Ms. Sample the following page provides detailed information regarding her results. Scores are illustrated on the scale from 1 to 9. High scores do not imply a better score. What is most important is how the scores compare to the Success Pattern. The Success Pattern consists of Thinking and Personality scales. The Interest scales are provided to give insight on what motivates Sarah.

Success Pattern - Generic Sample

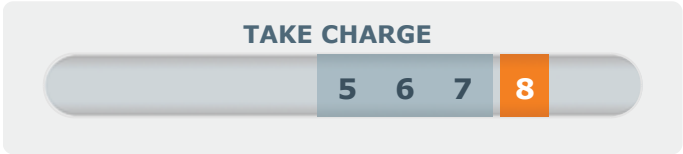
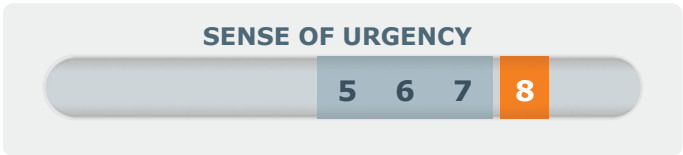
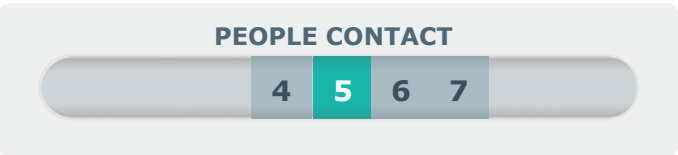
The Success Pattern is the darker shaded area on the scale. The scores for Ms. Sample are shown in white.

Job Match **89%**

Thinking



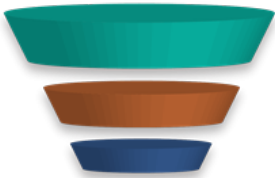
Personality



Interest

There is a total of six Occupational Interests. They are Creative, Financial, Mechanical, People Service, Sales / Business, Technical. The top three Interests are displayed for Sarah.

Top Interests



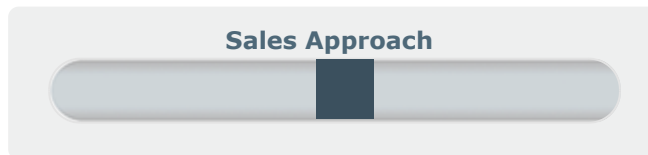
- TECHNICAL - 7
- SALES / BUSINESS - 6
- FINANCIAL - 5

Sales Profile

This section is provided to provide insight about Sarah in a sales environment. You'll find a description of her approach to sales based on her score. Also provided is more in-depth information addressing areas of importance like prospecting, building & maintaining relationships, and closing the sale.



Consultative,
Nurturing



Transactional,
Aggressive

Level of tenacity, perseverance, and resilience exhibited in the sales process.

Ms. Sample has a sales personality that is somewhat typical of those in the profession. She is driven to succeed in a sales capacity, provided that the incentives meet her needs. Being motivated by the satisfaction of closing a sale, as well as by traditional incentives, she would enjoy success in many sales environments.

Sales Behaviors

- Ms. Sample will usually pursue prospects until she has them appropriately screened. She will try to investigate and qualify a prospect before closing. Ms. Sample will be persistent, and she will try a variety of angles to make the sale.
- Building and maintaining relationships with a network of clients and customers may be difficult for Sarah. She may have a tendency to be neglectful of any networking responsibilities, particularly when she feels inconvenienced.
- Closing sales can be a strength for Ms. Sample if she is able to persevere through unexpected obstacles that occasionally arise. Methodical, step-by-step closing techniques may be helpful, but she can also develop her own methods. Her energy may need to be replenished from time to time in order for Ms. Sample to be successful when following through on a sale.

Sales Summary

The graph indicates the selected benchmark and the actual result for Ms. Sample.



Reasoning Ability

Ms. Sample is capable of employing logic and reason effectively when it comes to everyday issues. If required to learn advanced closing or prospective techniques, she would likely benefit from additional training; however, with regard to most sales activities, she should be able to perform adequately.

Manageability

Sarah may have her own system for closing sales and seeking new prospects, but she will accept input and instruction from others if needed. She may still be tempted to deviate from the officially endorsed sales process if she thinks it is a barrier to success.

Competitiveness

Sarah would prefer to pursue leads and engage with clients in a non-competitive environment. She is primarily focused on her own performance, without being overly concerned with how many sales her other team members have closed.

People Contact

Sarah likes to have a fair degree of contact with others while on the job. She may prefer sales environments that, concerning contact with others, strike a balance between quiet periods and periods of higher activity. She may, however, not wish to work in environments that involve being around very large crowds for extended periods of time.

Sense of Urgency

Ms. Sample likes to move from one sales opportunity to the next rather quickly, preferring to close a sale sooner rather than later. Her sense of urgency may even encourage customers to make decisions more quickly. On the other hand, she may be less likely to spend a great deal of time dealing with prospects that require more convincing before they make purchasing decisions.

Attitude

Ms. Sample may be critical of new sales tactics that haven't proven themselves, particularly if they are at odds with methods that have worked in the past. She may view herself as the voice of reason, or as being a realist. This could be a valuable asset to the sales team if there is little room for experimentation or risk.

Take Charge

Ms. Sample will gladly volunteer and help set the course of new sales endeavors and other strategic activities. She may also be interested in roles that position her as a critical decision maker, if such options are available to her.

Interview Questions

Interview questions are provided when Ms. Sample scores outside the Success Pattern for Generic Sample. These questions are designed to assist you in the interview process. Management Insights are given to provide you with insight into what is required to manage Ms. Sample.



TAKE CHARGE

5 6 7 8

Tendency to strive for control of people and situations and to lead more than follow.

Having scored above the Success Pattern on the Take Charge scale for this position, Ms. Sample may have difficulty adapting to the lower level of control she will be expected to maintain on the job.

INTERVIEW QUESTIONS

- Tell me about a situation in which you had to remain silent about a problem even though you believed you had the best solution.
- Tell me about a situation when you had to defend a decision you made even though it made you unpopular in the moment.
- Describe a time when you forcefully joined a conversation about an important decision. How did you assert yourself?

MANAGEMENT INSIGHTS

- Sarah may be reluctant to follow the direction of others, as she prefers to act as a leader.
- Ms. Sample has a strong desire to be in control, and her forcefulness may discourage others from offering their own input.
- Sarah has a strong need to be the leader in most situations and may be very forceful in doing so.

COMPETITIVENESS

3

5

6

7

Tendency to work toward goals and to try to exceed others' performance.

Having scored below the Success Pattern on the Competitiveness scale for this position, Ms. Sample may not be willing to advocate her views with the amount of forcefulness needed to thrive in this position.

INTERVIEW QUESTIONS

- Tell me about a time you withheld your opinion in order to maintain a congenial environment.
- Tell me about a time when someone tried to take advantage of you and you stood up for yourself.
- Describe your willingness, if any, to let someone win an argument in order to avoid further conflict.

MANAGEMENT INSIGHTS

- Ms. Sample prefers not to act against the group, and she may frequently defer to others when decisions are being made.
- In the interest of preserving a harmonious atmosphere, Ms. Sample may readily go along with the opinions of others.
- Ms. Sample consistently tries to avoid conflict and maintain a cooperative environment.

SENSE OF URGENCY

5 6 7 8

Tendency to display stamina and an eagerness for immediate results.

Ms. Sample is above the Sense of Urgency Success Pattern for this position. This suggests that her work pace is likely to be quite fast, perhaps unnecessarily so.

INTERVIEW QUESTIONS

- Tell me about a time when your sense of urgency may have been too high for the task at hand.
- Is there generally an upper limit on the number of tasks you can handle at one time? Please elaborate.
- How would you handle a work environment in which you were expected to patiently wait for others to complete tasks before you proceed further?

MANAGEMENT INSIGHTS

- Sarah may have a tendency to take on too many projects at once.
- Sarah may push colleagues to work at a faster pace, which could be a source of conflict.
- Sarah may become frustrated if her colleagues don't share her high sense of urgency.

REASONING ABILITY

5 6 7

A measure of expected learning, reasoning, and problem solving potential.

Having scored within the Success Pattern of the Reasoning scale for this position, Ms. Sample she should be able to pick up new skills on the job quickly enough to be effective in this role.

INTERVIEW QUESTIONS

- How do you ensure that you gain the most from training programs, whether they are easy or difficult?

MANAGEMENT INSIGHTS

- Sarah should generally be able to fill in major gaps in instructions using logic and reason.
- Sarah will pick up new concepts and information with little outside help.
- Ms. Sample will learn new job-related information at a reasonably quick pace.

ATTITUDE

3 4 5

Tendency to have a positive or optimistic outlook regarding people and outcomes.

Ms. Sample has an Attitude score that is within the Success Pattern for this position. She understands well the value of skepticism, and she employs it regularly.

INTERVIEW QUESTIONS

- Some situations occasionally call for a healthy level of skepticism. How do you express doubt, or misgivings, tactfully?

MANAGEMENT INSIGHTS

- Ms. Sample is often skeptical of the benefits of change, particularly when those changes have far-reaching consequences.
- Sarah often finds it difficult to place confidence in the plans of others.
- Ms. Sample generally views unfamiliar situations in a negative light.

MANAGEABILITY

5 6 7

Tendency to follow policies, accept supervision, and work within the rules.

Ms. Sample has a Manageability score that is within the Success Pattern for this position. She probably appreciates having the opportunity to exercise personal discretion, as opposed to having to blindly follow strict rules all the time.

INTERVIEW QUESTIONS

- How do you determine whether policies or procedures should be questioned, and how do you go about it?

MANAGEMENT INSIGHTS

- Ms. Sample exhibits an attitude which is typical of most people regarding authority and rules.
- In most routine situations, Ms. Sample is willing to cooperate with those in positions of authority.
- Sarah may resent being micromanaged or pressured by those who have more controlling leadership styles.

PEOPLE CONTACT

4 5 6 7

Tendency to be outgoing, people-oriented, and to participate with others.

Ms. Sample has a People Contact score that is within the Success Pattern for this position. She appreciates social interaction, but she can prevent it from becoming a distraction.

INTERVIEW QUESTIONS

- Do you have any preferences regarding the degree of interpersonal contact in the workplace?

MANAGEMENT INSIGHTS

- Ms. Sample is moderately sociable, and she tends to maintain open lines of communication with other team members.
- She maintains good interpersonal relations, and, because of her interactions with others, she likely possesses an adequate understanding of issues that commonly concern team members.
- Sarah can be fairly outgoing, but she may also be more reserved on some occasions.

Areas of Concern

Ms. Sample responded to some questions which indicated some concern regarding her sense of right and wrong. Following are statements that were provided by Ms. Sample that should be considered when making a hiring decision.

It is recommended that you ask her about the statements to be sure that you understand her perspective on these items.



Ms. Sample indicated that she believes:

- It is okay to get around rules, as long as you don't actually break them.