



Sales Personality Assessment Report

Assessment Code: **3v1qo4**

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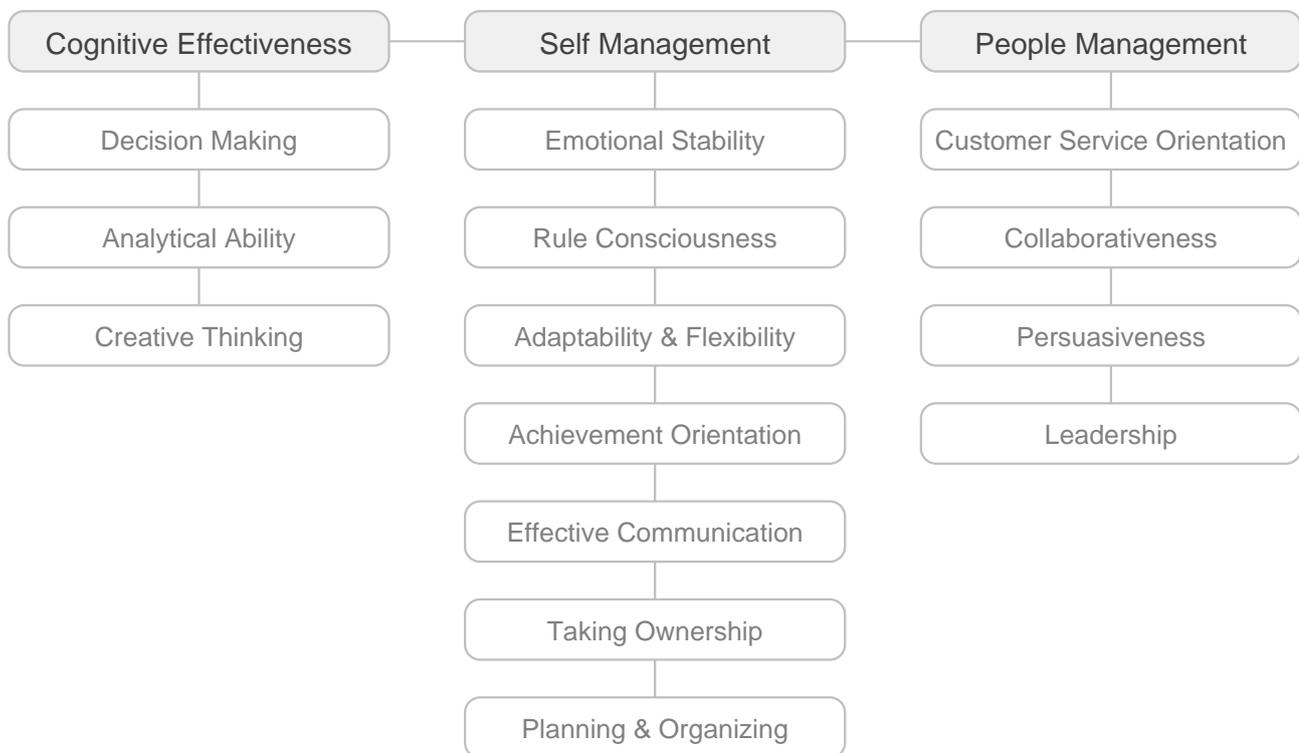
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Sales Personality Assessment

Overview

Sales Personality Assessment is developed to assess sales success orientation in sales professionals. The assessment report provides an insight to the kind of behavior candidate is likely to exhibit in a sales position. The test accomplishes this objective by measuring key behavioral competencies needed to perform effectively as a sales representative/ manager.

On the basis of extensive research and job analysis the Sales Competencies are divided into three broad clusters which are further divided into 14 competencies.

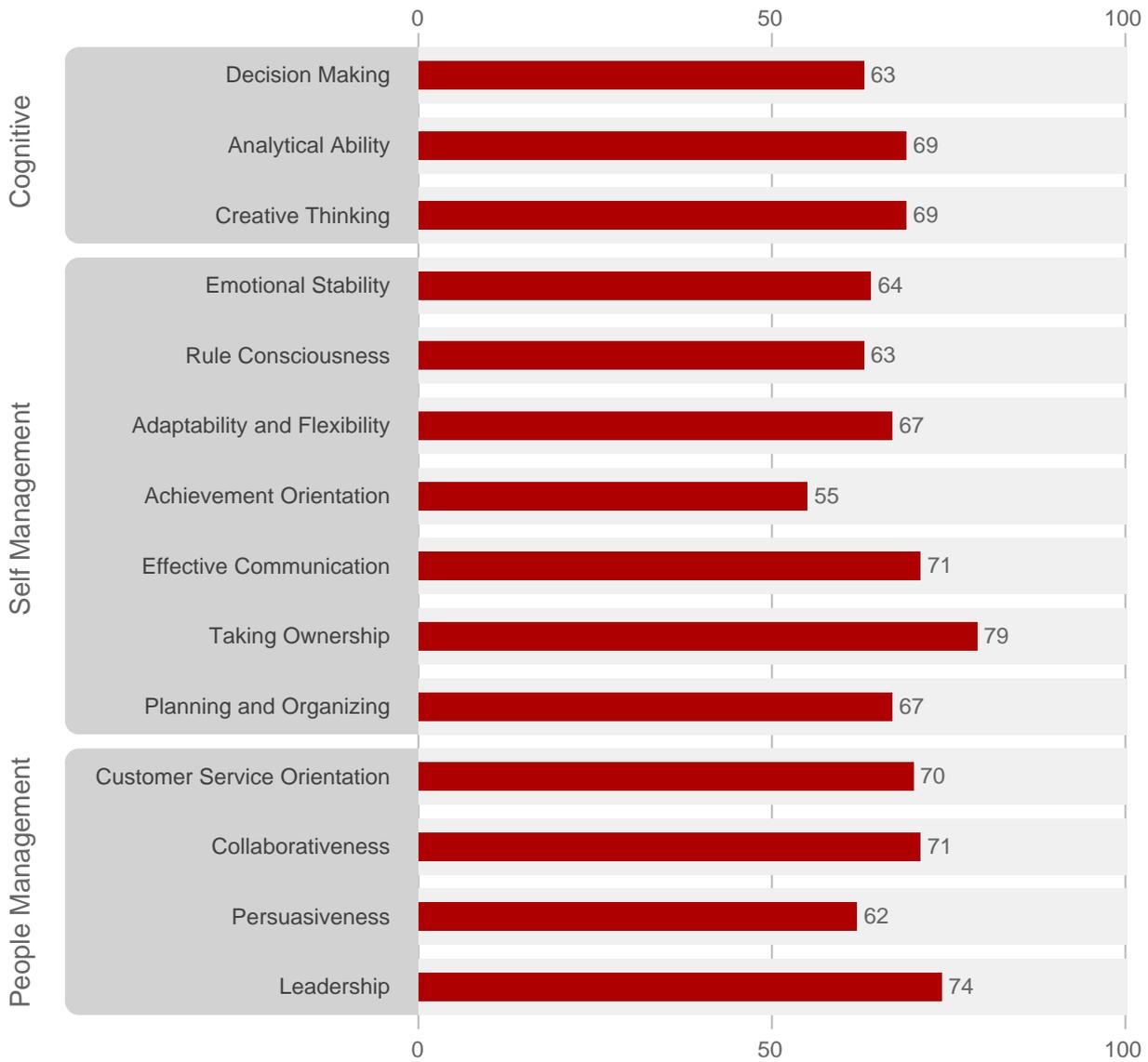


Application

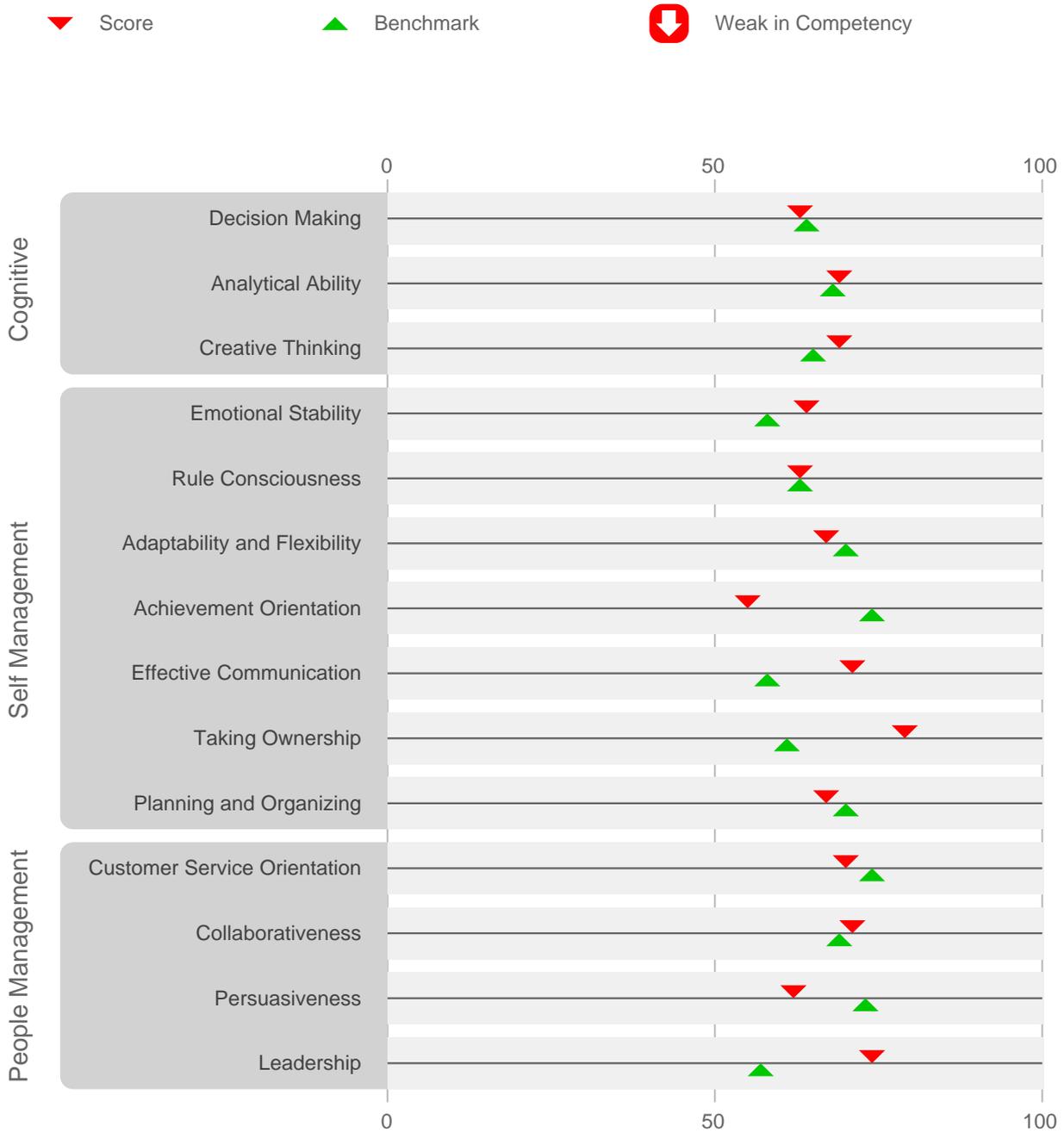
This assessment tool can be used for purpose of personnel selection and development of sales professionals in non-managerial and managerial roles.

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Score Overview



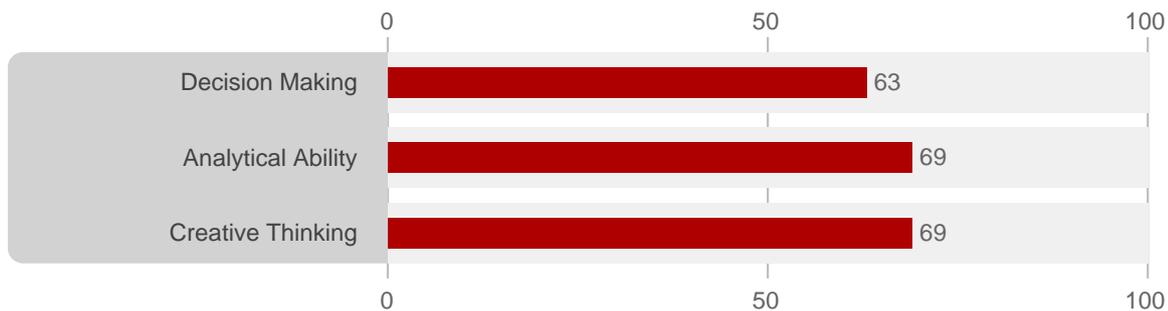
Score and Benchmark Comparison Graph



Dimension-wise Interpretation

This section of report describes behavioral competence of the candidate on fourteen sales personality dimensions. Indicative behavioral characteristics for each competency are given in consideration of benchmarks along with a dimensional definition.

Cognitive Effectiveness



Decision Making

Definition

Decision making can be regarded as the outcome of mental processes (cognitive process) leading to the selection of a course of action among several alternatives. Every decision making process produces a final choice. The output can be an action or an opinion.



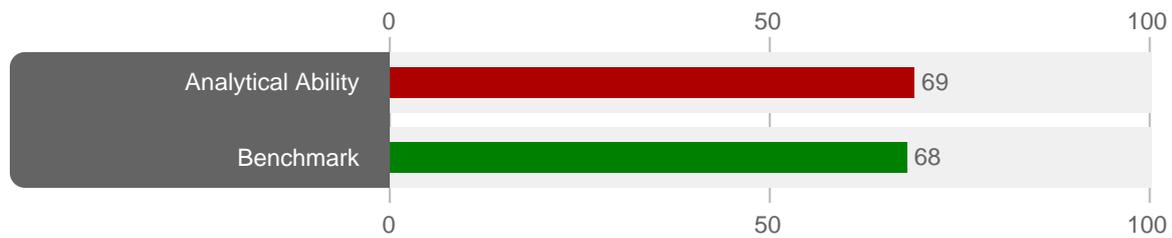
Behavioral Characteristics

1. Likely argues with the aim to prove his/ her stand for his/ her beliefs with reasons that lack adequate logical sense.
2. Understands that his/ her beliefs must be defended with reasons however, he/ she is likely unaware of the role that his/ her background beliefs play in his/ her reasoning.
3. Is not merely driven by emotions yet, not completely able to think logically to a required degree.

Analytical Ability

Definition

Analytical ability pertains to relating and comparing data from different sources, identifying issues, gathering relevant information and identifying alternate ways of doing things.



Behavioral Characteristics

1. Can readily devise sensible alternatives to explore and is self confident in ones own ability to reason.
2. Is willing to reconsider and revise views where honest reflection suggests that change is warranted
3. Displays alertness to opportunities to use critical thinking

Creative Thinking

Definition

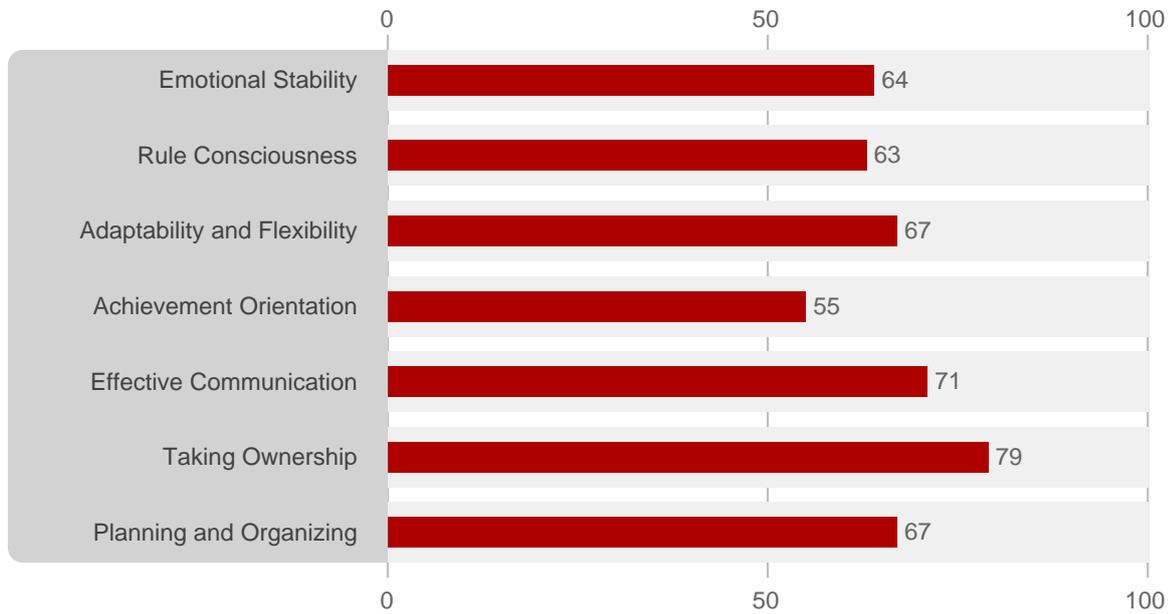
Creative thinking is the mental ability involving the generation of new ideas or concepts, or new associations of the creative mind between existing ideas or concepts.



Behavioral Characteristics

1. Has a flexibility of outlook and a habit of enjoying the good, while looking for ways to improve it.
2. Creates and brainstorms well and improvises on ideas.
3. Accepts change and is willing to play with ideas and possibilities.

Self Management



Emotional Stability

Definition

Emotional stability can be referred as the quality of a person to remain relaxed and calm even under very stressful conditions and to have no influence of the adverse conditions on the performance.



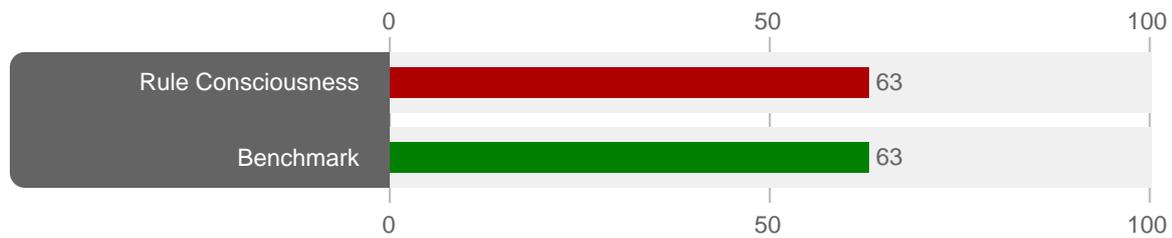
Behavioral Characteristics

1. Displays optimism and positiveness and finds it easier to deal with criticism constructively
2. Is relaxed, assertive, knows his/ her own mind and is comfortable with himself/ herself
3. Is emotionally stable, calm and composed. Is satisfied with his/ her life and ability to cope with daily challenges

Rule Consciousness

Definition

Rule consciousness is the quality of being painstaking and careful in maintaining social, ethical and organizational norms and principles.



Behavioral Characteristics

1. Likely belongs to the category of people who follow schedules and mostly meet the deadlines
2. Is likely systematic, reliable, motivated and hard working.
3. Likely displays characteristics of being a workaholic and a perfectionist.

Adaptability and Flexibility

Definition

Adaptability and flexibility is the ability of a person to easily, readily and effectively cope with new situations and modify his/ her own style and approach for changing priorities, better ideas, strategies, procedures, and methods.



Behavioral Characteristics

1. Will adapt or change if absolutely necessary but might need to be persuaded into it.
2. Will generally be relaxed but might have bouts of anger and impatience.

Achievement Orientation

Definition

Achievement orientation is the desire in a person to work well or to surpass a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (results orientation); outperforming others (competitiveness); challenging goals one has set; or trying something new that will improve organizational results (innovation).



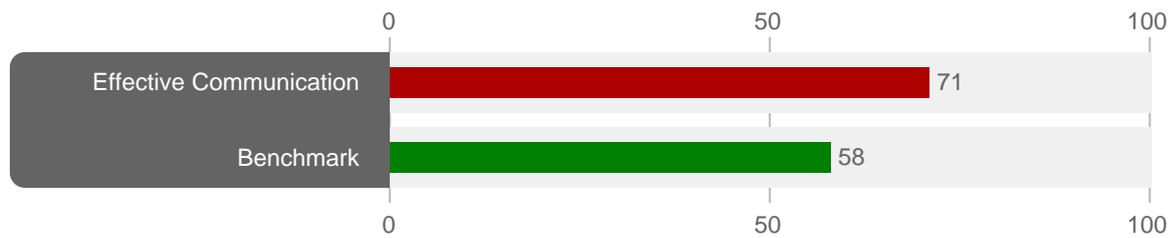
Behavioral Characteristics

1. Prefers to complete scheduled tasks and is not too happy about additional responsibilities
2. Is not too satisfied with what he/ she already knows yet, does not work hard to improve performance
3. Needs some motivation as he/ she may lose focus when faced with a difficult task.

Effective Communication

Definition

Effective communication can be regarded as the process of message transmission in which the message receiver understands the message exactly as it is intended by the sender.



Behavioral Characteristics

1. Will be equally comfortable leading as well as responding, getting his/ her messages across by, first, perceptively observing and listening to the environment and responding with a carefully tailored message designed to help the receiver learn.
2. Will likely have least misunderstandings and consequent errors
3. Likely found as adept in strategical communication in various situations.

Taking Ownership

Definition

Taking ownership is the tendency of a person to take responsibility of the situations and handling those with best possible efforts.



Behavioral Characteristics

1. Will likely work for long periods of time and put tremendous amounts of energy into doing any task which he/she see as important to fulfilling an organizational goal.
2. Has a strongly-felt internal sense of duty, which lends him/ her a serious air and the motivation to follow through on tasks.
3. Will likely place great importance on honesty and integrity.

Planning and Organizing

Definition

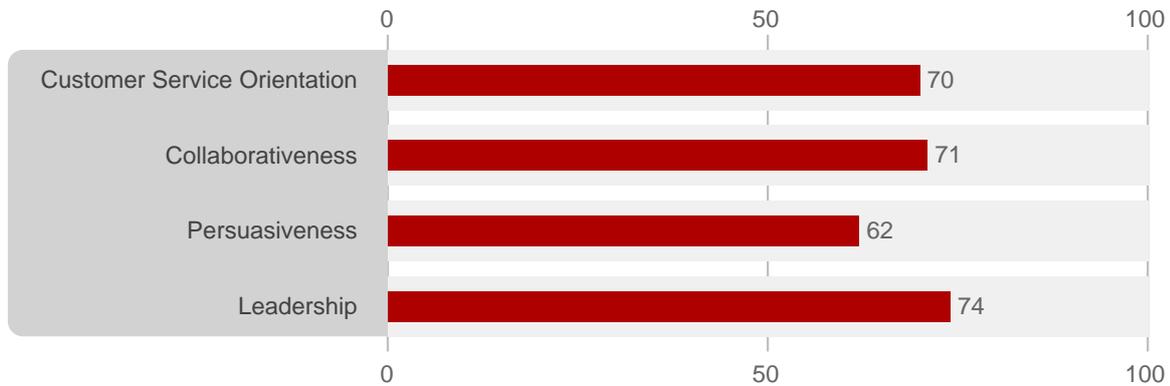
Planning and organizing is the ability to prioritize multiple tasks using time management and organizational skills to carry out job tasks effectively and efficiently.



Behavioral Characteristics

1. Works to a schedule, but may need guidance in regards to prioritizing .
2. Is able to focus on task at hand effectively but may sometimes miss deadlines.
3. May not be able to handle high pressure situations without assistance, but should do well organizing his/her daily workload.

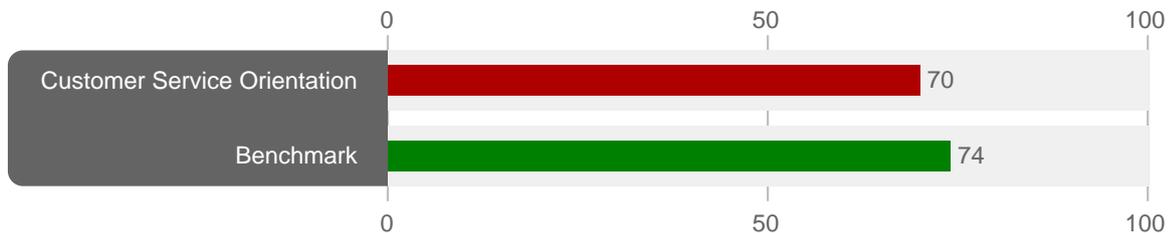
People Management



Customer Service Orientation

Definition

Customer service orientation is the desire to help or serve and build relationships with members and/or internal customers, to meet their needs. It means focusing one's efforts on discovering and meeting the customer's needs and expectations.



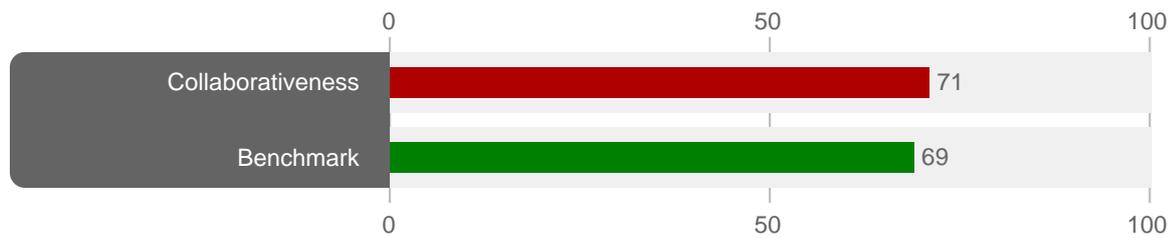
Behavioral Characteristics

1. Has a good rapport with most people but will rarely go out of his way to make the customer happy
2. Is good at maintaining relationships but may have problem building new ones occasionally.
3. Will likely respond to a customer situation that addresses the customer's immediate need but may not be needed over the long-term

Collaborativeness

Definition

Collaborativeness is the ability to work together in a team toward a common goal, by sharing knowledge, learning and building consensus.



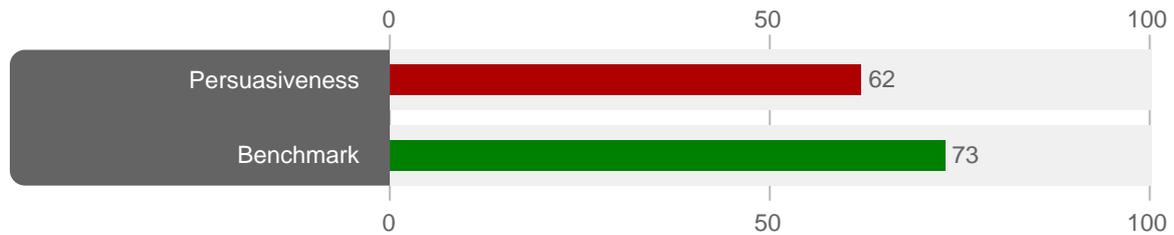
Behavioral Characteristics

1. Provides objective feedback to improve team collaboration and functioning on a continuous basis.
2. Consistently works with others to accomplish goals and tasks.
3. Can consistently work well with different people; rarely encounters difficulty while working with others on a task/project.
4. Takes initiative and communicates to resolve interpersonal/ team conflicts.

Persuasiveness

Definition

Persuasiveness is the ability of a person to convince or persuade someone to accept or believe something.



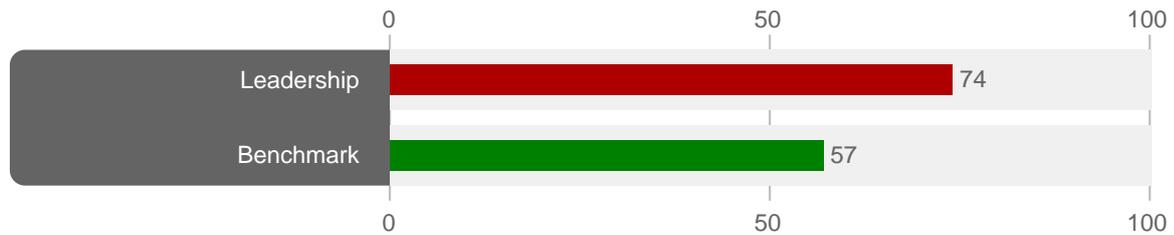
Behavioral Characteristics

1. Has a relaxed approach towards reaching his/ her goal with occasional bursts of energy.
2. Will be average in his/ her communication skills and not suitable in a key role involving negotiations.
3. Will be more prone to overlooking the bigger picture in any situation.

Leadership

Definition

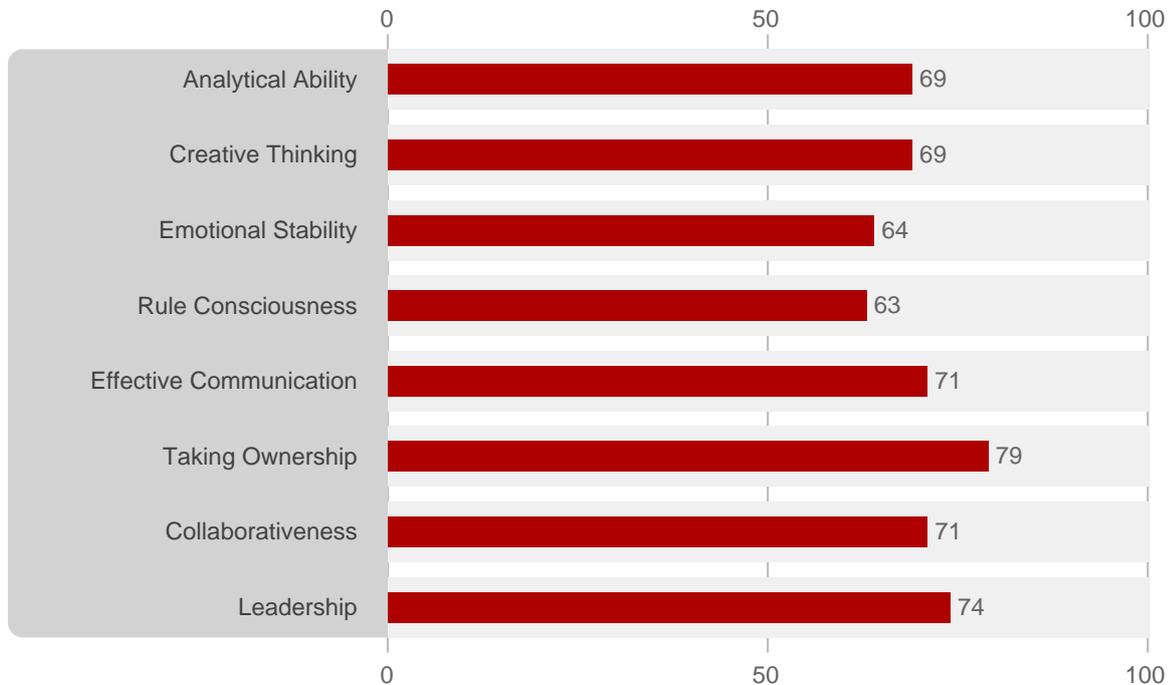
Leadership is the ability to influence a group of people to move towards its goal setting or goal achievement.



Behavioral Characteristics

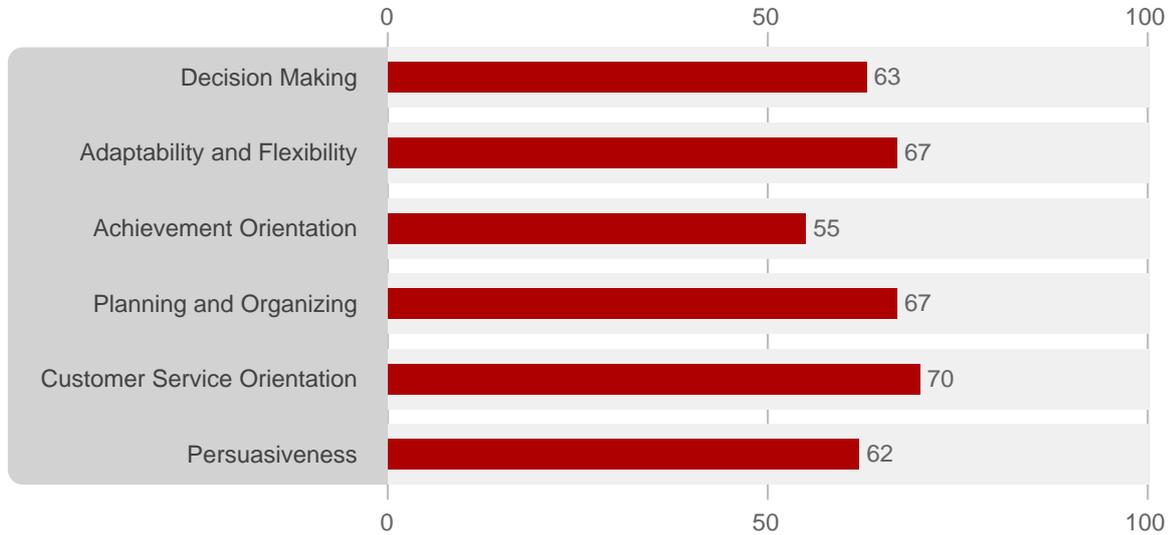
1. Will display sensitivity to the feelings, values, interests and well being of others.
2. Is usually goal oriented and displays a confident calmness when under pressure.
3. Shows creativity by thinking of new and better goals, ideas, and solutions to problems.

Candidate has good strength in the following personality dimensions



Candidate can readily devise sensible alternatives to explore and is self confident in ones own ability to reason; displays alertness to opportunities to use critical thinking; is willing to reconsider and revise views where honest reflection suggests that change is warranted. Candidate accepts change and is willing to play with ideas and possibilities. ; creates and brainstorms well and improvises on ideas; has a flexibility of outlook and a habit of enjoying the good, while looking for ways to improve it. Candidate is relaxed, assertive, knows his/ her own mind and is comfortable with himself/ herself; is emotionally stable, calm and composed. Is satisfied with his/ her life and ability to cope with daily challenges; displays optimism and positiveness and finds it easier to deal with criticism constructively. Candidate likely belongs to the category of people who follow schedules and mostly meet the deadlines; likely displays characteristics of being a workaholic and a perfectionist; is likely systematic, reliable, motivated and hard working. Candidate will likely have least misunderstandings and consequent errors; will be equally comfortable leading as well as responding, getting his/ her messages across by, first, perceptively observing and listening to the environment and responding with a carefully tailored message designed to help the receiver learn; likely found as adept in strategical communication in various situations. Candidate will likely place great importance on honesty and integrity; has a strongly-felt internal sense of duty, which lends him/ her a serious air and the motivation to follow through on tasks; will likely work for long periods of time and put tremendous amounts of energy into doing any task which he/ she see as important to fulfilling an organizational goal; is organized and methodical in his/ her approach and can generally succeed at any task which he/ she undertakes. Candidate takes initiative and communicates to resolve interpersonal/ team conflicts; consistently works with others to accomplish goals and tasks; can consistently work well with different people; rarely encounters difficulty while working with others on a task/ project. ; provides objective feedback to improve team collaboration and functioning on a continuous basis. Candidate shows creativity by thinking of new and better goals, ideas, and solutions to problems; is usually goal oriented and displays a confident calmness when under pressure; will display sensitivity to the feelings, values, interests and well being of others.

Candidate has average strength in the following personality dimensions



Candidate is not merely driven by emotions yet, not completely able to think logically to a required degree; understands that his/ her beliefs must be defended with reasons however, he/ she is likely unaware of the role that his/ her background beliefs play in his/ her reasoning; likely argues with the aim to prove his/ her stand for his/ her beliefs with reasons that lack adequate logical sense. Candidate will generally be relaxed but might have bouts of anger and impatience; will adapt or change if absolutely necessary but might need to be persuaded into it. Candidate needs some motivation as he/ she may lose focus when faced with a difficult task; is not too satisfied with what he/ she already knows yet, does not work hard to improve performance ; prefers to complete scheduled tasks and is not too happy about additional responsibilities. Candidate is able to focus on task at hand effectively but may sometimes miss deadlines; works to a schedule, but may need guidance in regards to prioritizing; may not be able to handle high pressure situations without assistance, but should do well organizing his/her daily workload. Candidate will likely respond to a customer situation that addresses the customer's immediate need but may not be needed over the long-term; has a good rapport with most people but will rarely go out of his way to make the customer happy; is good at maintaining relationships but may have problem building new ones occasionally. Candidate will be average in his/ her communication skills and not suitable in a key role involving negotiations; has a relaxed approach towards reaching his/ her goal with occasional bursts of energy; will be more prone to overlooking the bigger picture in any situation.

Conclusion

Candidate has Fairly Strong sales aptitude so, he/ she is RECOMMENDED FOR NON-MANAGERIAL AND MANAGERIAL ROLES.