

Profiles Sales Assessment™

CONFIDENTIAL

INDIVIDUAL SALES PROFILE

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Olson

HR Consulting

Select, Engage, and Inspire Great People!

Sally Sample

Sample Company

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*Building and Retaining
the
High-Performance
Company*

A Message to Sally Sample

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

A Profile of the Total Person

Thinking Style

Learning Index (An index of expected learning, reasoning, and problem solving potential.)

- You are generally adaptive in the intellectual sense.
- Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.
- Upon completing a new training program, you appear capable of picking up new concepts without direct support.
- Overall, you can be expected to complete a new training program with at least adequate success.

Verbal Skill (A measure of verbal skill through vocabulary.)

- You should be able to more quickly and accurately carry out communications as applied to the job with training and experience.
- You may initially need extra time in analyzing verbal and written information.
- On occasion, communicating ideas and directions could present a challenge for you.
- You may not have had much recent opportunity to use verbal analysis and communication in your work.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.)

- You demonstrate adequate and, in some areas, good verbal skill.
- You probably assimilate verbal information as easily as the general population.
- You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- You are proficient in the use of words and language.

Numerical Ability (A measure of numeric calculation ability.)

- You may need assistance with complex mathematics or technical calculations.
- You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- You should be able to grasp common mathematical principles that apply to the job.
- You should be capable of learning to apply everyday mathematical principles to new, more complex problems as necessary.



Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.)

- You grasp numerical concepts readily.
- You work well with numbers and numerical concepts.
- You complete numerical problems with comparable success to the general population.
- You demonstrate a relatively strong ability to solve problems of a numerical nature.

Behavioral Traits**Energy Level** (Tendency to display endurance and capacity for a fast pace.)

- You are a self-starter and possess an energetic personality; you show a high sense of urgency for meeting your sales goals.
- You enjoy a quick pace and an invigorating sales environment. You demonstrate a strong focus on critical deadlines and timely results.
- You would very likely enjoy a sales environment that calls for a high energy level, a fast work pace, and meeting critical deadlines.
- You have an unusually high energy level and probably do not enjoy those responsibilities that take you away from the fast pace and excitement of selling.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.)

- You typically use direct statements and seem to enjoy the opportunity to sell.
- You are usually an assertive salesperson who achieves results by taking charge of the situation.
- You are willing to assert yourself, being more of an influential salesperson than a facilitator or administrator.
- You are motivated by competitive situations in which you are held accountable for your results.

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

- You are inclined to be sociable. Yet you tend to be aware of the necessity to work alone if necessary.
- You prefer to foster good relations with clients, maintain friendly contact, and keep up with the issues of common concern.
- You prefer the dialogue that is encouraged by teamwork.
- You are inclined to promote the benefits of teamwork, involving the team in the discussion of your sales goals.

Manageability (Tendency to follow policies, accept external controls and supervision, and work within the rules.)

- You may be quick to take and maintain a defensive position when sales procedures appear to curtail your creativity. You tend to avoid sales environments that do not reward creative thinking.
- You tend to prefer to be creative and free from strictures in a typical sales situation.
- You appear to prefer as much freedom from procedures and restrictions as possible to conduct sales.
- You express a generally cautious attitude regarding strict sales procedures.

Attitude (Tendency to have a positive attitude regarding people and outcomes.)

- You can potentially become impatient or faultfinding with others who do not share your sales goals.
- Your attitude is compatible with discerning whether others are negotiating with the best intentions of all parties.
- You may express guarded optimism and trust. When under stress, your attitude during negotiations may be more tense than open.
- Your perception of the motivations of your prospects may occasionally be more critical than optimistic.

Decisiveness (Uses available information to make decisions quickly.)

- You are not inclined to delay important decisions.
- You stand firm on some decisions and may not be inclined to back down once a decision is made, unless under pressure.
- You are typically decisive and effective in positions that require timely results.
- You are capable of responding to an emergency and of solving problems in a timely manner.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- You are generally a pleasant, friendly, and patient salesperson. You are not inclined to show your temper or frustration.
- You are usually a cooperative salesperson, not inclined to compete with others to their detriment for your own success, unless necessary.
- You typically recognize the need for cooperating with clients and your sales team and are usually willing to share resources and information for the good of the sale.
- You tend to have a cooperative outlook and are generally prepared to serve your clients.

Independence (Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.)

- You are highly independent, functioning well on your own, but could benefit by making room for the advice of your fellow salespeople and managers.
- You take on new sales opportunities independently, seeking the support of co-workers only when absolutely necessary.
- You likely prefer to handle your objectives independently and may quietly resist being restricted.
- You are an independent salesperson who prefers minimal guidance and coaching.

Objective Judgment (The ability to think clearly and be objective in decision-making.)

- Your judgment tends to reflect a balance of intuition and practical observation.
- You generally make practical, objective judgments when approaching a sales opportunity.
- Your sales decisions generally indicate consistent usage of your capability to observe the facts, supporting logical problem-solving.
- Your problem-solving style often emphasizes logical deduction more than intuitive perceptions.

Occupational Interests

Your interest results are focused in the Financial, People Service, and Enterprising themes. This indicates that you should be motivated to attend to the detailed aspects of an efficient sales process while focusing on profit issues and service to the customer. Your interests help to balance the administrative side of sales with the competitive and interpersonal. Your motivation for working with others complements leading sales teams or facilitating clients as well as encouraging them.