

Applicant Name: David Turner
Test Date: 9/22/2008 1:33:51 PM
Job Name: Enterprise Sales Mgr
Suitability Rating: NA (NA)

Company: Sample Company
Recruiter: Summit IT Services
Recruiter Code: ABC123
Job Code: 12345678

BRIEF DESCRIPTION

Closer, prospector, incentive oriented. Very assertive, self confident, competitive, direct. Highly independent, very self-directed, very venturesome, very risk oriented. Outgoing, persuasive, people oriented. Impatient, sense of urgency, thrives on change, decisive, quick to act. Highly results and goal-oriented. Strong drive for achievement, entrepreneurial.

MOST SUITABLE SALES POSITIONS

Fast-paced, lots of authority, 'multi-task' oriented, incentives.

LEAST SUITABLE SALES POSITIONS

Structured, routine, slow-paced, detail oriented.

STRENGTHS

Closing, prospecting, sense of urgency, persistence.

WEAKNESSES

Hard to manage, response to: details, rules, procedures, can be too direct.

PERSONALITY TRAITS

Assertiveness

0  8.5 10

Very assertive, take-charge, risk-taker, big ego, outspoken, direct, very competitive, strong need to win, very incentive oriented, very entrepreneurial, very results and goal oriented.

Sociability

0  7 10

People oriented, outgoing, needs interaction, persuasive communicator, optimistic, enthusiastic.

Patience

0  2.5 10

Very impatient, very pro-active, multiple-tasks, strong sense of urgency, needs quick results, lots of change/variety, lots of nervous energy, very restless.

Dependence



Highly independent, fearless, very self reliant, very lax with rules procedures and guidelines, very resistant to supervision, very risk oriented, very incentive oriented.

Emotional Control



Makes logical decisions quickly and independently. Not afraid to make risky decisions.

Stamina



This person has an above average energy capacity, which means that he/she is capable of investing normal hours, and if he/she decides to do so, extra hours in his/her work without difficulty.

WORK TENDENCIES

Prospecting



Has the high level of assertiveness and people orientation found in successful prospectors.

Closing



Has the high level of assertiveness and risk orientation found in successful closers.

Organization/Attention to Detail



Competent with minimal amounts of detail but de motivated and weak when detail is emphasized.

Response to incentives/commissions



Will respond well to incentives/commissions-very incentive oriented.

Need for Direction



Responds best to general direction, but could be too independent and hard to manage.

Turnover Propensity



Not unduly prone to turnover (job-hopping) but unafraid to change positions.

DETAILED DESCRIPTION

This is a highly assertive, self-directed and impatient individual. He/she tends to be very results and goal-oriented and will tend to have a strong drive for achievement combined with a distaste for structure such as policies, procedures, guidelines and rules. He/she is outgoing, therefore, will attempt to be persuasive in his/her communications with prospects but can become very authoritative and direct. His/her communication style should be thought of as 'an iron fist in a velvet glove'. He/she has very little fear of failure and this, combined with his/her high level of assertiveness, means that he/she is suitable for sales positions that are risk oriented or 'entrepreneurial' in nature. He/she is motivated by challenges and busy positions with variety and incentives. He/she has a sales style that is found in strong closers. This person has an above average energy capacity, which means that he/she is capable of investing normal hours, and if he/she decides to do so, extra hours in his/her work without difficulty. He/she will become bored with routine, repetition and detail. He/she is basically a logical and disciplined person so he/she is capable of handling some detail if he/she perceives it's importance, but can be weak with details if they are emphasized in the position. To motivate and manage this individual, it is best to give him/her considerable authority and responsibility to 'run the show'. Put him/her in positions that are very busy and need the ability to 'multi-task' and necessitate a deadline and bottom-line orientation. Communicate with this individual in a very straightforward manner and let him/her work without too many restrictions. If possible, offer some incentive as part of his/her compensation system. Keep the details to a minimum or provide someone to whom this person may delegate details.

Pre-Hire (Interview areas, reference check areas, red flags/potential problems):

He/she may be very direct, perhaps blunt, at times, address this. He/she may be difficult to manage and unresponsive to rules and procedures, address this. If the position requires a great focus on details, discuss this. If the position is routine in nature, discuss this.

Post-Hire (Areas to train, areas to develop, how to manage and motivate):

Be very direct with this individual. Incorporate incentives into his/her compensation plan, if possible. This individual has an 'entrepreneurial' aspect to his/her personality; therefore, enable him/her to operate independently, if possible. Make the position very fast-paced and multi-faceted. Provide a structure that serves the needs of management while not making him/her feel restricted.