Event Sales Manager – One Sitting

Assessment Fact Sheet

Overview

The Event Sales Manager solution is designed for management level positions in the hospitality industry. Sample tasks include selling use of facility space for special events, and managing staff. The solution is focused on sales, solving problems, and making good decisions. Potential job titles that use this solution are: Event Sales Manager and Special Events Manager.

Job Level	Management Level
Job Family/Title	Hospitality Suite

Details

Average Testing Time (minutes)	50 minutes
Maximum Number of Questions	193 questions
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Forced Choice – Adaptive, Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning: This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

Results Orientation: This is a measure of the tendency to possess personal characteristics such as goal orientation, persistence, dominance, drive, and energy. This suggests the likelihood of success in a sales environment. This trait is characterized by: focusing effort to achieve or exceed sales quotas; working to find connections between the company's products and the customer's needs; directing conversation toward a commitment or sale; showing confidence even after a hard refusal/rejection; and striving to close a transaction every time.

Assertiveness: This is a measure of the tendency to be comfortable and confident in situations that require one to work autonomously, especially in a sales environment. This trait is characterized by: confidence when approaching potential customers; enjoying the challenge of influencing others; and persuading prospective customers to commit to a purchase.

Leadership Professionalism: This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Management Potential: This is a measure of the potential for managerial success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Achievement: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Confidence: This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Independence: This is a measure of the tendency to be autonomous. This trait is characterized by: a preference to make decisions without input from others; a preference to not be dependent on others; and a desire to not be closely supervised or work in an interdependent group or organization.

Influence: This is a measure of the tendency to get others to view and do things in a certain way. This trait is characterized by: being persuasive; negotiating well; impacting the thoughts and actions of others; gaining support and commitment from others; being diplomatic; and using tact.

Example Questions

Alan is taller than Bob. Carol is taller than Diane. Bob is taller than Diane.

Given the above conditions, which one of the following conclusions can be drawn?

a.) ○ Carol can never be the tallest.

b.) ○ Carol is definitely taller than Bob.

c.) ○ Bob is at least as tall as Alan.

d.) ○ Carol and Bob may be the same height.

e.) ○ Carol can never be the same height as Alan.

Choose which of the two statements below is more true of you.

a.) ○ I think I have some shortcomings that affect my work.

b.) ○ Achieving personal success is very motivating for me.

Example Report

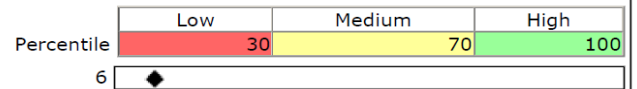**Recruiter Report : HS 5.5_Event Sales Manager - Short Form**

PREVISOR

Applicant Information

Name: Hot Chip

Application Date: Fri Sep 10 10:06:00 EDT 2010

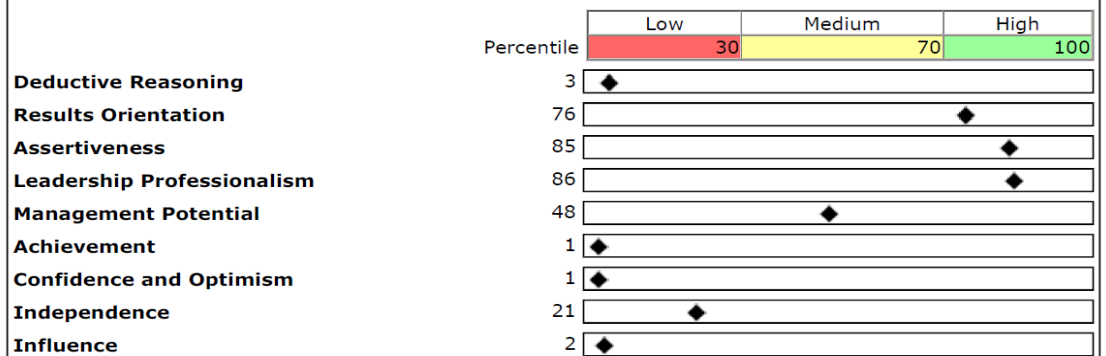**Applicant ID:** 3945

Session ID: 03080778363404

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Not Recommended ✗

	Low	Medium	High
Percentile	30	70	100
Overall	6		

Detailed Results

		Low	Medium	High
	Percentile	30	70	100
Deductive Reasoning	3			
Results Orientation	76			
Assertiveness	85			
Leadership Professionalism	86			
Management Potential	48			
Achievement	1			
Confidence and Optimism	1			
Independence	21			
Influence	2			

Score Interpretation

Deductive Reasoning

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available