

Sales Director - One Sitting

Assessment Fact Sheet

Overview

The Sales Director solution is for mid- to senior-level sales management positions that oversee the sales function across multiple stores or geographic territories. Sample tasks for these jobs include, but are not limited to: directing a group of sales supervisors or sales managers, having profit and loss responsibility for a district or region, and aligning work with overall company goals. Potential job titles that use this solution are: Regional Sales Director, District Sales Manager, and Sales Director.

Job Level	Director
Job Family/Title	Sales Suite

Details

Average Testing Time (minutes)	59 minutes
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice , Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Director Potential: This measures the potential for success as a director across industry type and functional area. This is characterized by scores that are derived from the candidate's responses to questions regarding academic and social background and aspirations concerning work.

Director Judgment: This measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a director.

Drive for Results: This measures the tendency to take a leadership role within an organization. This trait is characterized by: taking pride in reaching difficult goals, enjoying a fast-paced lifestyle, having high self-confidence in his/her abilities, and taking charge in group situations.

Building Relationships: This measures the tendency to understand and impact the thoughts and feelings of others. This trait is characterized by: being open to the ideas of others, being supportive and concerned about others, and gaining the support and commitment of others.

Self-Motivation: This measures the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable, behaving in accordance to high ethical standards, being optimistic, and remaining relaxed in stressful situations.

Business Acumen: This measures the tendency to analyze and detect underlying themes when solving problems. This is a trait characterized by: visualizing future needs and problems, being creative and innovative when generating new ideas, systematically looking at data, and planning and organizing tasks.

Professional Potential: This is a measure of the tendency to have potential for professional success© 2013 SHL. All rights reserved. www.shl.com 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.

Example Questions



Which of the following is MOST important for success in sales?

- a) Competitive drive
- b) Integrity
- c) Doing whatever it takes to make a sale
- d) Being polite and courteous

Compared to the general public, I think that my potential or actual ability to supervise others is in the:

- a) top 5%
- b) top 20%, but not in the top 5%
- c) top half, but not in the top 20%
- d) lower half



Example Reports

Recruiter Report : Sales Director - Short Form



Applicant Information
Name:Sales Tester
Application Date:Wed Jul 08 15:43:00 EDT 2009
Applicant ID:3491
Session ID:24076648114500
 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

Recommended ✓

	Low	Medium	High
Percentile	30	70	100
Overall Score	66		

Detailed Results

	Percentile	Low	Medium	High
Director Potential	29	30	70	100
Director Judgment	39	30	70	100
Drive For Results	67	30	70	100
Building Relationships	75	30	70	100
Self Motivation	46	30	70	100
Business Acumen	70	30	70	100
Professional Potential	90	30	70	100

Score Interpretation

Director Potential

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

The candidate's response profile concerning past achievements, social orientation, and work orientation is not similar to the profiles of highly effective directors. The poor match between the profiles suggests that the candidate is not likely to be a successful director. Success is defined in this case by management level achieved and responsibility level.

Director Judgment

This is a measure of the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a director.

The candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is somewhat similar to judgments made by highly effective directors.