

Sales Supervisor - One Sitting

Assessment Fact Sheet

Overview

The Sales Supervisor solution is an assessment used for job candidates applying to entry-level sales leadership positions that generally supervise employees and have a significant portion of their job performance based on sales. Sample tasks for these jobs include, but are not limited to: planning and preparing work schedules, promoting products to customers; training subordinates; building ongoing customer relationships; and making day-to-day decisions with minimal guidance from others. Potential job titles that use this solution are: Assistant Sales Manager and Sales Supervisor.

Job Level	Front Line Supervisor/Team Leader
Job Family/Title	Sales Suite

Details

Average Testing Time (minutes)	38 minutes
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Management Potential: This measures a candidate's 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 manager.

Thoroughness: This measures a candidate's tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

Reliability: This measures a candidate's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Achievement: This measures a candidate's 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.

Innovation: This measures the tendency of the candidate's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

Influence: This component measures the tendency of a candidate's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

Professional Potential: 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.

Persistence: This measures the tendency to be influential, confident, and persistent when working towards sales goals. This trait is characterized by suggesting solutions to meet customer needs, demonstrating confidence in the sales process, and persisting and displaying resiliency when faced with challenges or setbacks.

Sales Potential: This is a measure of the tendency to have a combination of sales skills and experiences that predict success in sales positions. This is characterized by: showing alternative solutions based on customer needs; directing conversations toward a commitment/order/sale; showing confidence even after a hard refusal/rejection; and striving to close a transaction every time. This is demonstrated by answering questions on a multifaceted measure relating to background, experience, and opinions.

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

How many sales courses or sales training programs have you attended?

- a) none
- b) one or two
- c) three or four
- d) five or more

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

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

- a.) I am fairly effective at proofreading.
- b.) When I am overloaded with work, I find that I make more mistakes than usual.

Example Reports

Recruiter Report : Sales Supervisor - Short Form



Applicant Information	
Name:	Sales Tester
Application Date:	Tue Jul 14 16:00:00 EDT 2009
Applicant ID:	3491
Session ID:	23640653371454
<p>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.</p>	

Overall Score									
Recommended ✓									
	Percentile	<table border="1"> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> <tr> <td>30</td> <td>70</td> <td>100</td> </tr> </table>	Low	Medium	High	30	70	100	
Low	Medium	High							
30	70	100							
Overall Score	57								

Detailed Results									
	Percentile	<table border="1"> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> <tr> <td>30</td> <td>70</td> <td>100</td> </tr> </table>	Low	Medium	High	30	70	100	
Low	Medium	High							
30	70	100							
Management Potential	31								
Thoroughness	18								
Reliability	67								
Achievement	36								
Innovation	38								
Influence	24								
Independence	47								
Professional Potential	90								
Persistence	73								
Sales Potential	95								

Score Interpretation	
Management Potential	<p>This component 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 manager.</p> <p>This 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 managers. The average match between the profiles suggests that the candidate is somewhat likely to be a successful manager.</p>
Thoroughness	<p>This component measures the tendency to be thorough and precise in approaching work and personal</p>