

Senior Sales Professional – One Sitting

Assessment Fact Sheet

Overview

The Senior Sales Professional solution is for high-level sales positions in which employees proactively sell products to customers, develop relationships with new or existing customers, and have their pay and/or performance heavily based on sales revenue. Sample tasks for these jobs include, but are not limited to: promoting products to customers, consulting with and persuading customers to buy products, and building ongoing customer relationships. Potential job titles that use this solution are: Senior Sales Representative, Business Development Manager, and Senior Sales Consultant.

Job Level	Professional
Job Family/Title	Sales Suite

Details

Average Testing Time (minutes)	42 minutes
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Adaptive

Knowledge, Skills, Abilities and Competencies Measured

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.

Professional Potential: This measures a candidate's 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.

Learning Potential: This is a measure of the potential for success in jobs across industry type and functional area. Candidates' responses to questions regarding developmental influences, educational and work history, and related values and attitudes are compared with response profiles from successful employees. These items are significantly related to a traditional cognitive test of learning ability.

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

Which of the following goals would you most like to reach in the next five years?

- a) know that you have helped a lot of people
- b) achieve a good balance between your work life and personal life
- c) become a top-flight professional in your field
- d) advance to a responsible management position
- e) earn a large amount of money

In the last six months, the number of times I've been late for work or an appointment is:

- a) none
- b) 1
- c) 2
- d) 3
- e) 4 or more

How do you feel about the statement that making plans is a waste of time?

a) I strongly agree

b) I agree

c) I do not agree nor disagree

d) I disagree

e) I strongly disagree

Example Reports

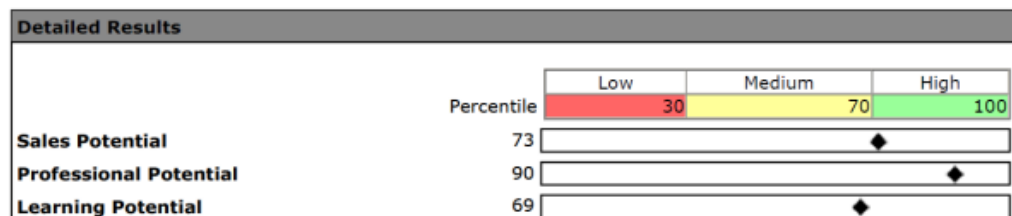
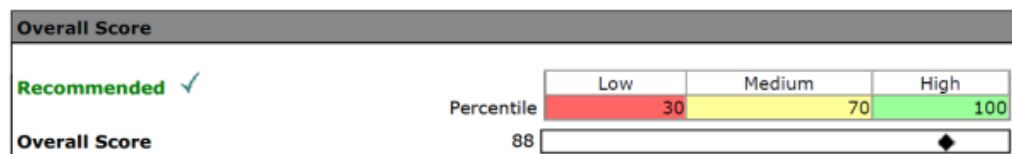
Recruiter Report : Senior Sales Professional - Short Form



Applicant Information

Name: Sales Tester
Application Date: Tue Jul 14 14:07:00 EDT 2009
Applicant ID: 3491
Session ID: 01120650476673

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.



Score Interpretation

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.

The candidate is more likely to have a history of sales-related positions and accomplishments. The candidate is more likely to be able to qualify a sales opportunity and complete the sale. The candidate is more likely to be highly motivated and will tend to establish and attain demanding goals that stretch their individual capability.

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.

This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.

Learning Potential