

## Compare Report

View assessment results for the selected individuals below. Compare results side-by-side to understand this group's relative strengths and weaknesses.

### Salesperson, Bob



### Salesperson, Darlene



## Key Insights

View assessment results for the selected individuals below. Compare results side-by-side to understand this group's relative strengths and weaknesses.



### BEHAVIORAL MATCH

Relevance 93.75 %

A measure of behavioral traits and their impact on the key competencies for the role.



### SALES KNOWLEDGE

Relevance 6.25 %

A measure of an individual's ability to respond effectively to typical sales scenarios.

**1** Salesperson, Bob

**2** Salesperson, Darlene

Match Area = 

### SALES KNOWLEDGE

#### Closing

##### The Definition

Negotiating and closing the sale.



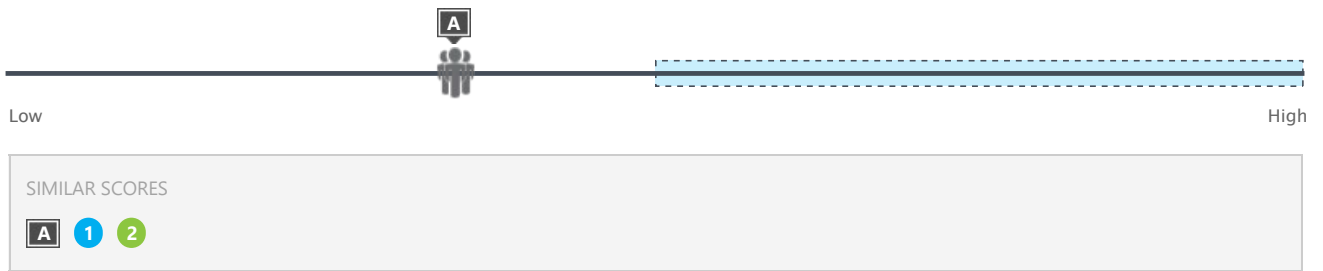
SIMILAR SCORES

**A** **1** **2**

#### First Meeting/First Impression

##### The Definition

Recognizing the importance of first impressions in initiating positive and productive sales relationships.



### Influencing/Convincing

#### The Definition

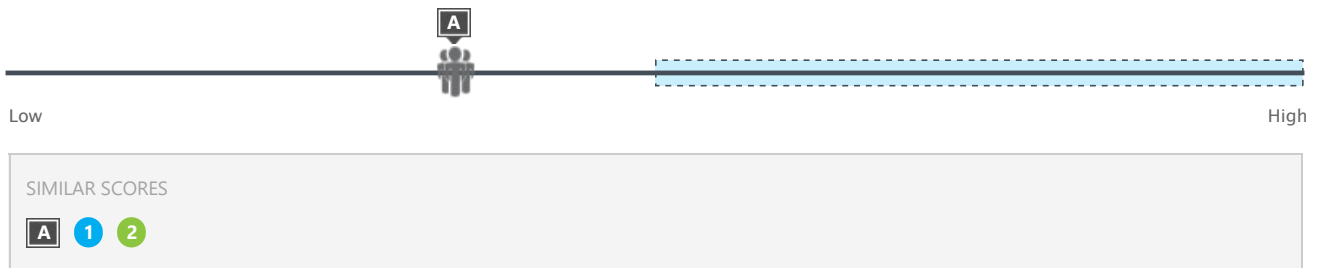
Convincing the customer of the value of company products and/or services.



### Overcoming Objections

#### The Definition

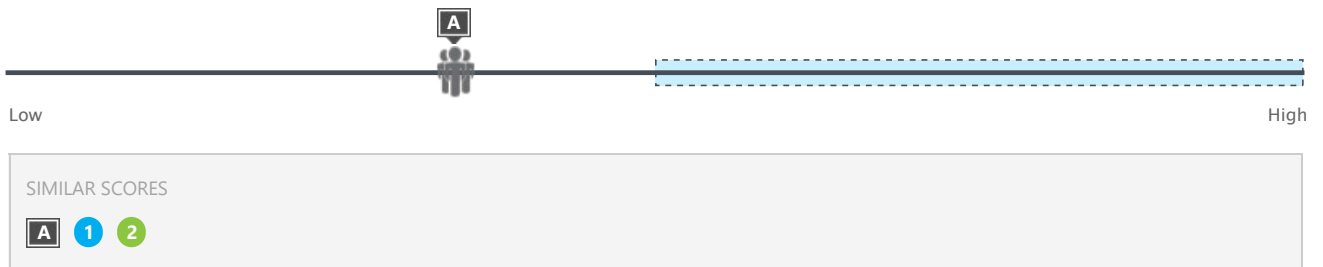
Problem solving and overcoming objections.



### Probing/Presenting

#### The Definition

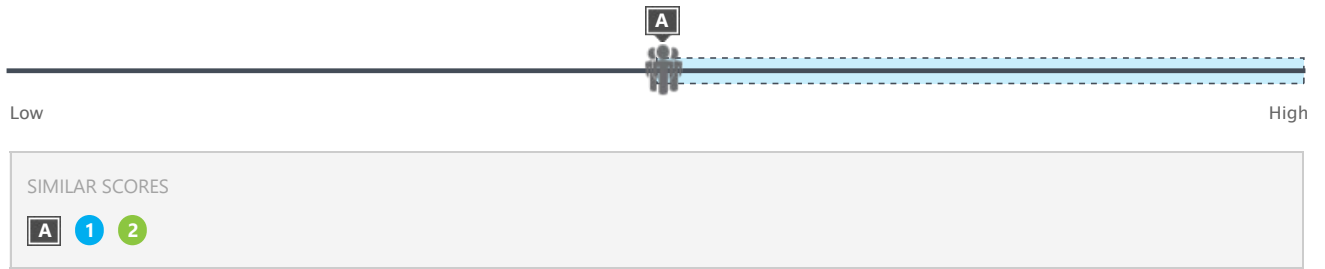
Developing a clear understanding of the customer's specific needs.



### Prospecting/Pre-qualifying

### The Definition

Identifying sales prospects and pre-qualifying them.



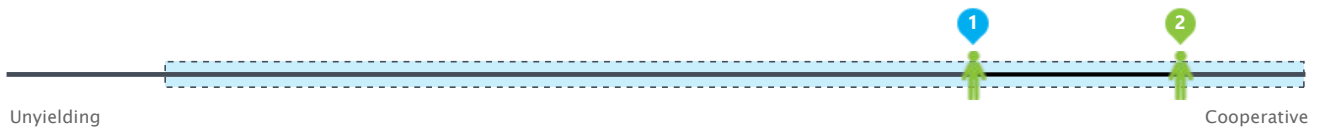
## BEHAVIORAL MATCH

### Relating

#### Accommodation

##### The Definition

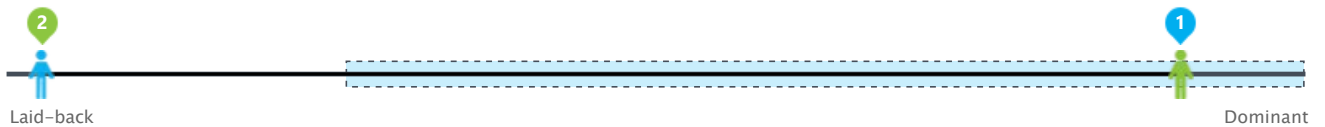
The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.



#### Assertiveness

##### The Definition

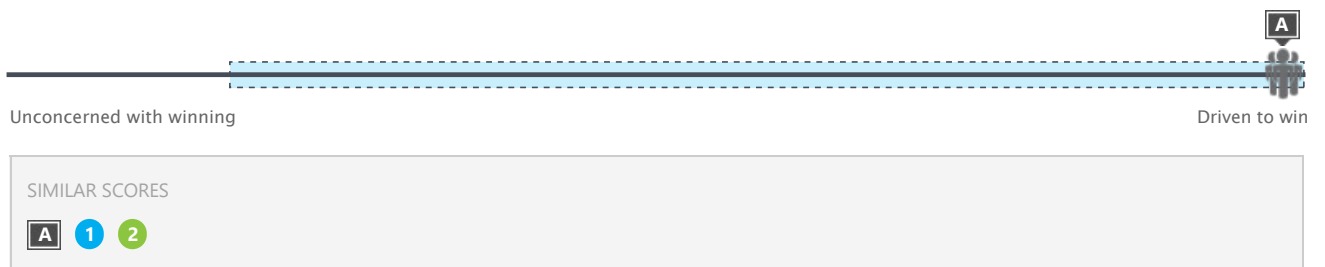
The extent to which individuals take the initiative with people or situations, rather than allowing others to take the lead.



#### Competitiveness

##### The Definition

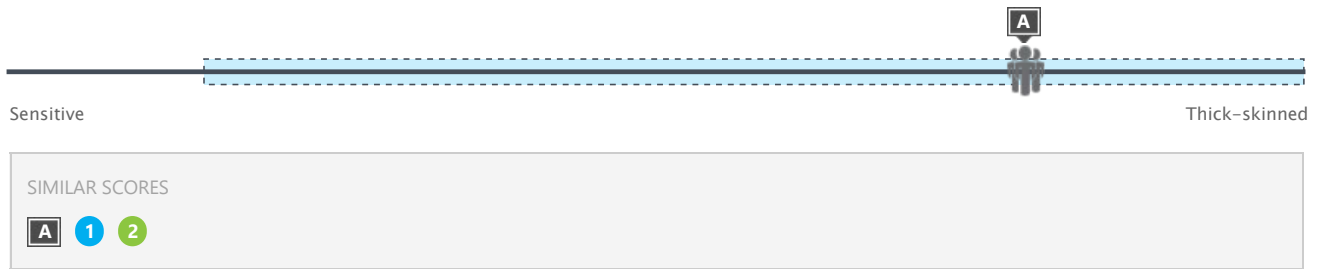
The extent to which individuals place emphasis on achieving success over others and winning versus being less competitive.



#### Criticism Tolerance

### The Definition

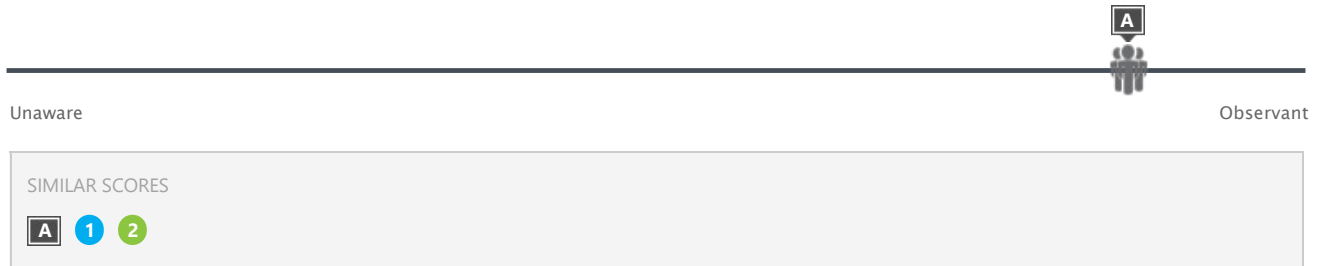
The extent to which individuals interpret criticism objectively versus being sensitive to feedback from others.



### Interpersonal Insight

#### The Definition

The extent to which individuals are aware of or "tuned in" to others' feelings, motivations, and behaviors.



### Optimism

#### The Definition

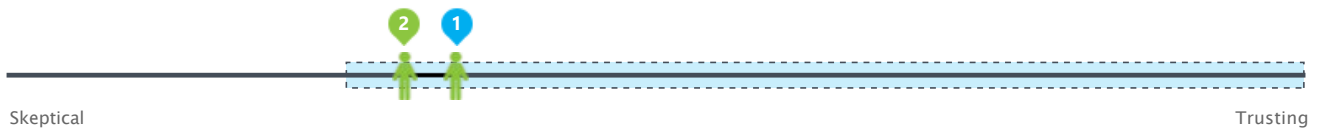
The extent to which individuals have an optimistic and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.



### Positive View of People

#### The Definition

The extent to which individuals are trusting and optimistic in their outlook toward people, as opposed to being critical or cynical.

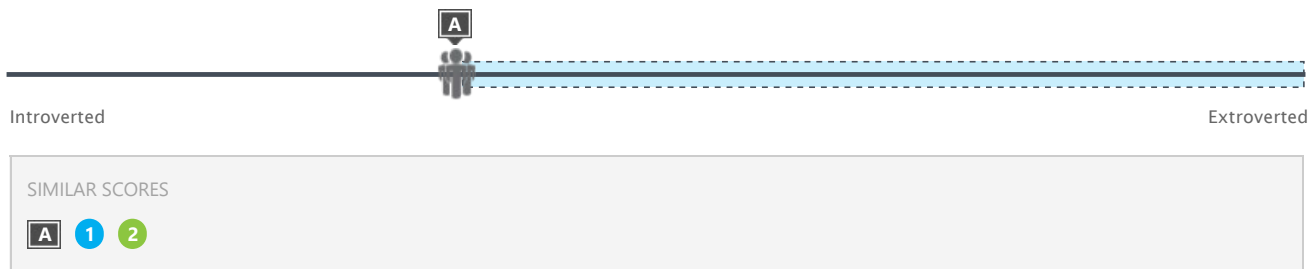


### Sociability

#### The Definition

The extent to which individuals seek out and enjoy social interactions as opposed to a preference for being alone or one-on-one

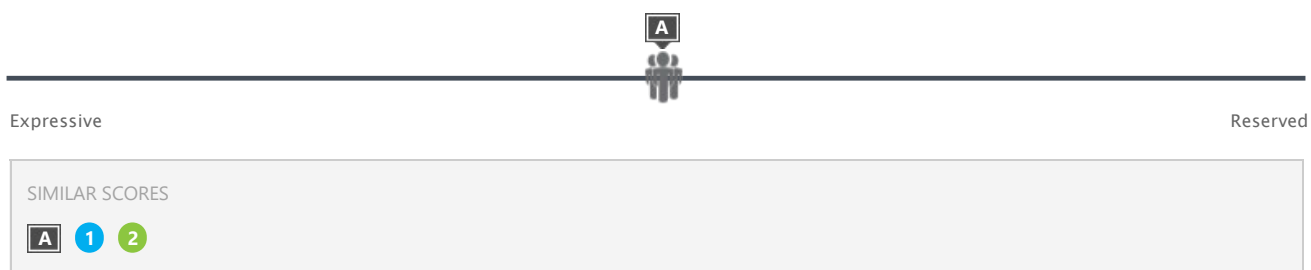
interactions.



### Social Restraint

#### The Definition

The extent to which individuals are highly self-controlled when engaging with others as opposed to being less restrained and carefree.

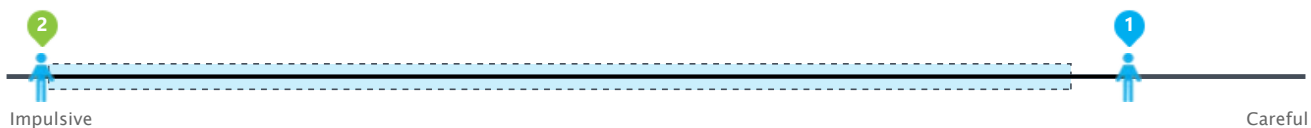


## Thinking

### Cautious Thinking

#### The Definition

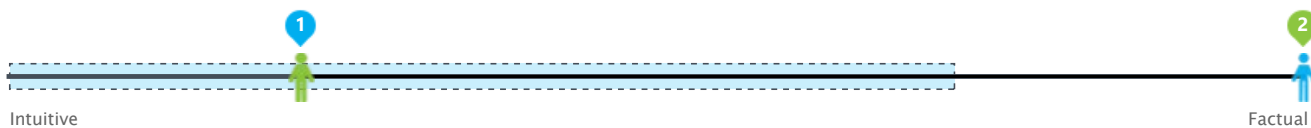
The extent to which individuals have a deliberate and serious style when deciding on a course of action as opposed to making decisions quickly.



### Objective Thinking

#### The Definition

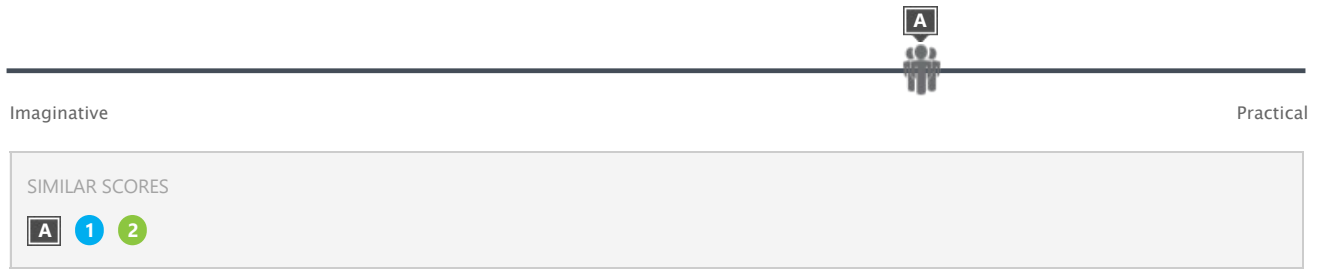
The extent to which individuals view information and situations factually, as opposed to viewing situations from a more personal frame of reference.



### Realistic Thinking

### The Definition

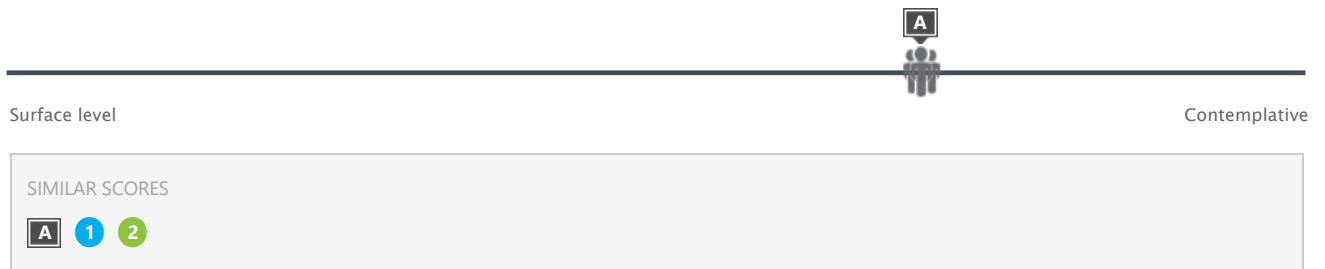
The extent to which individuals draw from past experience and are practical, as opposed to being imaginative, wishful thinkers.



### Reflective Thinking

### The Definition

The extent to which individuals thoroughly consider and seek out information, as opposed to being comfortable acting with limited information.



### Working

### Detail Interest

### The Definition

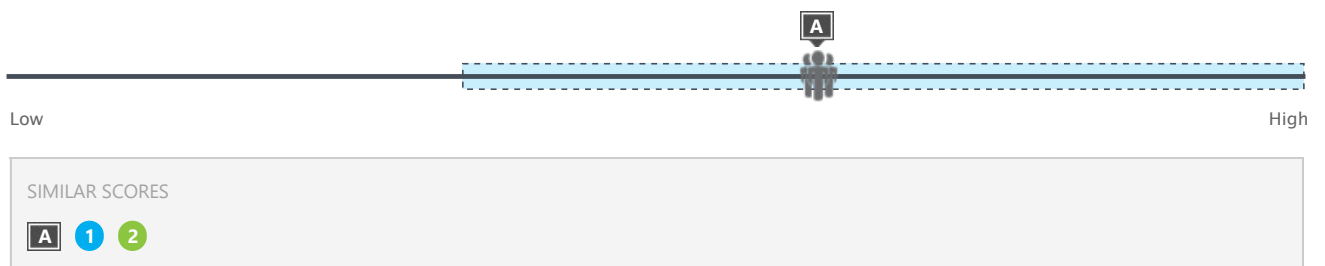
The extent to which individuals enjoy engaging in detail-oriented tasks as opposed to disliking them.



### Follow Through

### The Definition

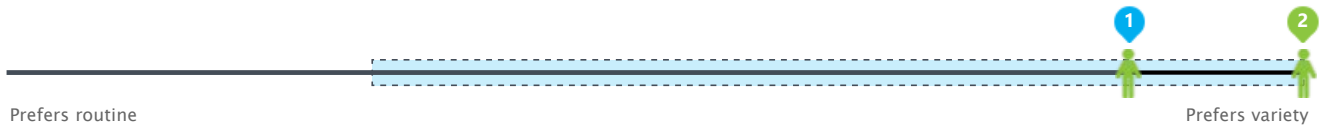
The extent to which individuals can be relied on to follow through and demonstrate commitment rather than being flexible with priorities.



## Multitasking

### The Definition

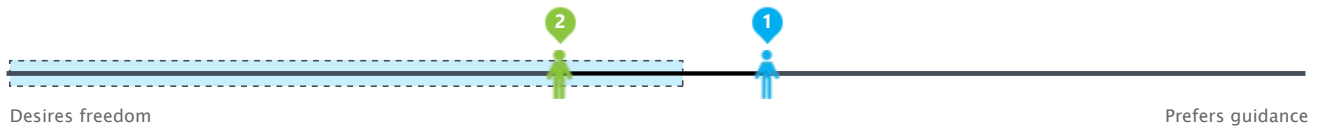
The extent to which individuals prefer variety and handling multiple tasks, as opposed to predictability and focusing on one thing at a time.



## Preference for Structure

### The Definition

The extent to which individuals prefer to be provided with direction and structure in their work environment as opposed to a more loosely defined work setting.



## Process-Focused

### The Definition

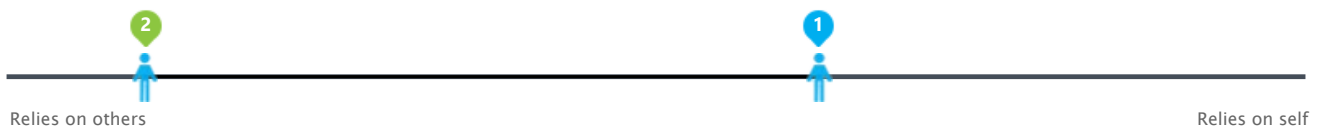
The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.



## Work Independence

### The Definition

The extent to which individuals prefer to rely on themselves as opposed to a preference for collaborating and seeking support from others.



## Work Intensity

### The Definition

The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.



