

NAME: Julie Sample  
CANDIDATE ID: #002068  
EMAIL: Julie@sample.com  
JOB APPLYING FOR: N/A  
INVITED BY: EmployTest Team (sales@employtest.com)  
ORGANIZATION: Demo  
TESTING TIME: 4 min. 20 seconds  
TEST VERSION: (v1)

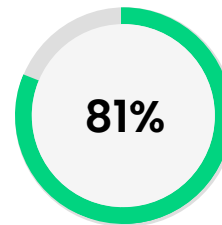


STARTED:  
12/29/21 03:50 PM

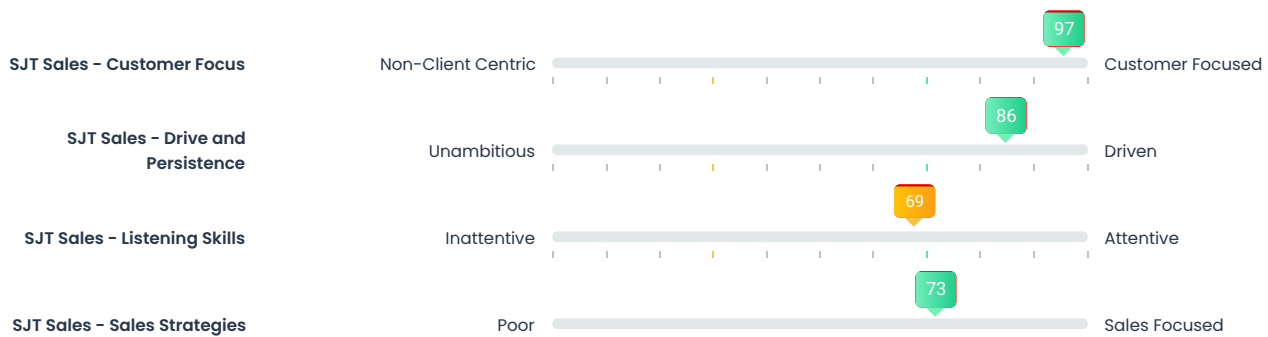
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12/29/21 03:54 PM

## TOTAL SCORE SUMMARY

The large circle represents the average of the scale scores included in this profile. Scores are presented in terms of percentiles and indicate where the candidate falls relative to everyone else who has completed this profile. Review individual scale details to understand strengths and potential areas for improvement.



## SCORE DETAILS



SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The Strength of Responses graphic below shows the candidate's response pattern for a particular scale. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with the behavioral dimensions assessed in this profile.

SJT SALES – CUSTOMER FOCUS



The degree to which the individual puts the customer's needs ahead of their own needs. The degree to which they are customer service-oriented and enjoys interacting with customers.

Julie Sample scored in the 97th percentile on SJT Sales – Customer Focus (High), meaning Julie scored higher than 97 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 80%
- Above Average: 20%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question 7.1 seconds

Expected Behaviors

- This level of customer focus is superior to that of most other candidates.
- Always puts the needs of the customer before their own.
- Is service-oriented and enjoys interacting with customers.
- Uses customer orientation to achieve sales success.

SJT SALES – DRIVE AND PERSISTENCE



The degree to which the individual is motivated to overcome resistance during their sales efforts. The degree to which they are driven to perform and strive to be the best.

Julie Sample scored in the 86th percentile on SJT Sales – Drive and Persistence (High), meaning Julie scored higher than 86 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 67%
- Above Average: 33%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question 9.33 seconds

Expected Behaviors

- This level of drive and persistence is superior to that of most other candidates.
- Is motivated to overcome resistance during sales efforts.
- Always strives to be the best.
- Is consistently driven to reach sales goals.

## SJT SALES - LISTENING SKILLS



The degree to which the individual is open to learning new experiences. The degree to which they listen to the needs of others and use listening skills to guide sales strategies.

Julie Sample scored in the 69th percentile on SJT Sales - Listening Skills (Moderate), meaning Julie scored higher than 69 percent of other candidates who have completed this assessment.

### Strength of Responses



Strong: 56%  
Above Average: 22%  
Average: 0%  
Below Average: 22%  
Weak: 0%

### Expected Behaviors

- Generally uses listening skills to guide their interactions with customers or prospects, but at times may lose focus and does not listen to the needs of others as much as they should.
- Is generally open to learning new sales strategies, but at times can appear to be less flexible.
- This level of listening skills is consistent with most other candidates.
- Often listens to the needs of others.

Average Time to Complete Each Question **7.44 seconds**

## SJT SALES - SALES STRATEGIES



The degree to which the individual engages in appropriate sales-oriented behaviors throughout the sales process. For example, establishes realistic expectations, stays organized, addresses prospect concerns and keeps appointments organized.

Julie Sample scored in the 73rd percentile on SJT Sales - Sales Strategies (High), meaning Julie scored higher than 73 percent of other candidates who have completed this assessment.

### Strength of Responses



Strong: 60%  
Above Average: 20%  
Average: 0%  
Below Average: 20%  
Weak: 0%

### Expected Behaviors

- Their ability to focus on and perform specific sales strategies is superior to that of most other candidates.
- Engages in appropriate sales behaviors (e.g., stays organized, addresses prospects' concerns, establishes realistic expectations).
- Is focused on the details necessary to succeed in sales.
- Approaches sales opportunities in an organized manner.

Average Time to Complete Each Question **10.0 seconds**

## MANAGEMENT STRATEGIES

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses.

### SJT SALES - CUSTOMER FOCUS



- This individual is most effective interacting with customers and using their service skills to achieve sales success.
- Reinforce excellent customer service through praise or awards programs.

- This individual may be a good mentor or trainer in the area of how to best service customers to achieve sales goals.
- While this is a critical characteristic for sales success, make sure the level of customer focus is not so extreme that it gets in the way of reaching company or departmental sales goals.

### SJT SALES - DRIVE AND PERSISTENCE



- To maintain the candidate's drive and persistence, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.

- While this characteristic is important for sales success, care must be taken to make sure the individual's high level of drive and persistence does not affect team performance or relationships.
- This individual's driven demeanor needs to be focused on being the best they can be within the overall business plans and strategies.

### SJT SALES - LISTENING SKILLS



- This individual's listening skills are average and therefore may require some focus in the way of training or coaching.
- Discuss expectations and ensure objectives are understood.
- If the sales job they are performing requires high levels of prospect needs analysis via interaction with the prospect, closely monitor their strategies and assist where possible.

- They may need a little push to get them to attend training sales courses.
- Consider making training mandatory until they see the benefit of learning new sales strategies.



- This individual is conscientious about their sales approach. Therefore, he she should be praised for their organization and planning during their sales efforts.
- Tends to be detail oriented when preparing to sell. Let them take their time to prepare as long as it does not diminish from sales performance.

- If feasible and their performance warrants it, utilize this individual to coach others on effective sales strategies.

INTERVIEW GUIDE

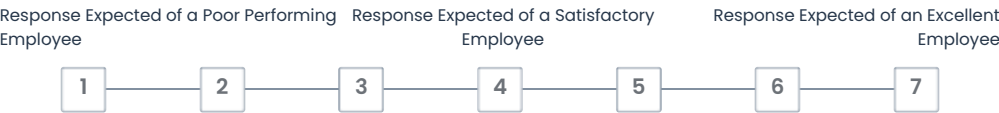
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

SJT SALES – CUSTOMER FOCUS

QUESTION

Describe work situations that have caused you to lose trust in people.

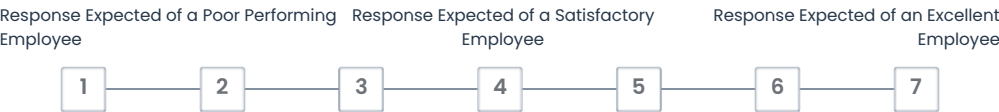
RESPONSE NOTE:



QUESTION

What do you focus on when trying to convince a prospect to buy? Price? Quality? Reputation of the product or company? What has worked for you in the past?

RESPONSE NOTE:



**QUESTION**

How have you dealt with resistance to buy from a prospect during past sales attempts? How have you overcome resistance?

**RESPONSE NOTE:**

Response Expected of a Poor Performing Employee      Response Expected of a Satisfactory Employee      Response Expected of an Excellent Employee

**QUESTION**

What motivates you to sell? Give examples from your sales experience.

**RESPONSE NOTE:**

Response Expected of a Poor Performing Employee      Response Expected of a Satisfactory Employee      Response Expected of an Excellent Employee



**QUESTION**

Do you tend to be more assertive or laid back during conversations? Please explain.

**RESPONSE NOTE:**

Response Expected of a Poor Performing Employee

1

2

3

4

5

6

7

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

**QUESTION**

How have you used sales training and motivational sales products in the past? Have they benefited you? How so?

**RESPONSE NOTE:**

Response Expected of a Poor Performing Employee

1

2

3

4

5

6

7

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



### QUESTION

Would you say you take an assertive role during your interactions or are you more of a passive listener? How does this affect your sales performance?

### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



### QUESTION

What has been your experience with sales training? Has it helped you or do you feel it is a waste of time? Please explain.

### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



**QUESTION**

What percentage of your sales objectives do you generally meet?

**RESPONSE NOTE:**


Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

1	2	3	4	5	6	7
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**QUESTION**

What approach do you take when scheduling your sales calls or visits? Describe the typical day.

**RESPONSE NOTE:**


Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

1	2	3	4	5	6	7
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**SUM OF RATINGS :**

**NUMBER OF QUESTIONS RATED:**

**AVERAGE RATING :**


(Sum of all ratings divided by the number of questions rated.)