

At the top of every report is the Suitability Rating. Think of the Suitability Rating as a “green light/red light” or “proceed with caution”. The Suitability Rating is an overall score that tells you how close the applicant matches your specific requirements for this position-your “Target Profiles”. Our service includes an analysis of the position to identify the characteristics necessary for success, which are used to create your Target Profiles.

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Applicant Name: Candidate	Company: Demonstration Company
Test Date: 2021-02-18 2:59:41 PM	Recruiter: David Pearce
Job Name: Business Development Hunter	Recruiter Code: DC3188000
Suitability Rating: Excellent (80%-100%)	Job Code: DC3188000J000

BRIEF DESCRIPTION

This part of the report is broken into 5 short subsections: Brief Description, Most Suitable Sales Positions, Least Suitable Sales Positions, Strengths and Weaknesses. Viewed as a whole one can think of this section of the report as the “Executive Summary”. Armed with the information in this section and with the Suitability Rating you will have a very clear picture of the applicant and a very good idea as to how well the person matches your requirements.

Closer, prospector, incentive oriented. Very assertive, self confident, competitive. Very independent, venturesome, risk oriented. Very outgoing, persuasive, people oriented, optimistic, enthusiastic, poised. Thrives on change, strong drive for achievement, entrepreneurial. Highly results and goal-oriented. Very disciplined thinker, very logical decision making, analytical. Prone to analysis-paralysis, procrastination.

MOST SUITABLE SALES POSITIONS

Fast-paced, lots of authority, 'multi-task' oriented, incentives.

LEAST SUITABLE SALES POSITIONS

Structured, routine, slow-paced, detail oriented.

STRENGTHS

Closing, prospecting, disciplined.

WEAKNESSES

Hard to manage, prone to over planning.

PERSONALITY TRAITS

This section of the report provides a rating on the individual Trait Drives that our test measures. Think of these individual Trait Drives as the “building blocks” that in combination form the job applicant's selling style. Each of the Trait Drives is presented in a manner that enables you to quickly see where they are on that particular scale. On each scale, 0 is low and 10 is high. For easy viewing, the applicant's score on each scale is both numerically and graphically presented. In addition, under each scale a one or two line explanation is given as to what the applicant's score on that scale actually means.

Assertiveness



Very assertive, take-charge, risk-taker, big ego, very competitive, strong need to win, very incentive oriented, very entrepreneurial, outspoken, very results and goal oriented.

Sociability



Extroverted, sociable, people oriented, outgoing, needs interaction, persuasive communicator, optimistic, enthusiastic, poised.

Patience



Impatient, pro-active, multiple-tasks, sense of urgency, quick results, change/variety, nervous energy.

Dependence



Very independent, very self reliant, lax with rules, procedures and guidelines, resistant to supervision, very risk oriented, very incentive oriented.

Emotional Control



Very logical and very disciplined. Not afraid to make risky decisions but made logically. Can be prone to analysis-paralysis, procrastination.

Stamina



This person has an average energy capacity, which means that he/she can invest normal as well as some extra hours in his/her work, but could have difficulty if expected to invest long hours on a regular basis.

WORK TENDENCIES

This section of the report rates the applicant on key activities such as prospecting, closing, attention to detail and turnover propensity. As in the previous section each of the Work Tendencies is presented in a manner that enables you to quickly see where they are on that particular scale. On each scale, 0 is low and 10 is high. For easy viewing, the applicant's score on each scale is both numerically graphically presented. In addition, under each scale a one or two line explanation is given as to what the applicant's score on that scale actually means.

Prospecting



Has the high level of assertiveness and people orientation found in successful prospectors.

Closing



Has the high level of assertiveness and risk orientation found in successful closers.

Organization/Attention to Detail



Competent with moderate amounts of detail but de motivated and less competent when detail is heavily emphasized. Can be very detailed if perceived as important.

Response to incentives/commissions



Will respond well to incentives/commissions-very incentive oriented.

Need for Direction



Need for direction is low-responds best to general direction.

Turnover Propensity



Not unduly prone to turnover (job-hopping) but unafraid to change positions.

DETAILED DESCRIPTION

This section is a narrative based description of the applicant's style. While rating scales are very helpful in understanding the applicant's strengths and weaknesses they can at times be a little too cut and dried in their delivery. The narrative of the applicant's style has the flexibility of explaining the applicant more thoroughly and perhaps making mention of factors that might compensate for weaknesses or red flags in the person's style.

This person is very assertive, outgoing, impatient and independent. He/she will tend to be highly results and goal-oriented and will tend to have a strong drive for achievement. He/she will exhibit persuasiveness and will try to convince or 'sell' his/her ideas but will become more authoritative, forceful and direct when sensing resistance. His/her communication style should be thought of as 'an iron fist in a velvet glove'. This person's style is found in salespeople who are strong at prospecting and closing. He/she is a 'take-charge' type who is motivated by challenge and a lot of action and variety and will be quickly bored with routine, repetition and detail. He/she is best suited to sales roles that are fast-paced, results-oriented and will enable him/her to work independently. This person has an average energy capacity, which means that he/she can invest normal as well as some extra hours in his/her work, but could have difficulty if expected to invest long hours on a regular basis. With regards to this person's decision making style, he/she is a risk-oriented and confident individual who has a concern for timeliness when making decisions, but he/she can be prone to over analysis to the point of procrastination. While he/she may over-analyze, once a decision is made he/she will tend to stick with that decision in a very disciplined manner. In order to motivate and manage this type of salesperson most appropriately, it is best to give him/her considerable authority and responsibility to 'run the show' without too many restrictions. Make the position as 'entrepreneurial' as possible. Communicate with this individual in a very straightforward manner. Offer incentives as part of his/her compensation system. Keep details to a minimum or provide someone to whom this person may delegate details.

The Pre-Hire section is focused on specific red/flags and potential problems that you should bring up in your interviews and reference checks. By using this section you can be a better interviewer by zeroing in on specific aspects of the person that can only be uncovered by our test.

Pre-Hire (Interview areas, reference check areas, red flags/potential problems):

Address his/her tendency to over analyze and procrastinate when making decisions. He/she may be somewhat stubborn and difficult to manage. He/she may be quite direct at times. If the position requires a great focus on details, discuss this. If the position is very structured and/or routine in nature, discuss this.

The Post-Hire section is focused on specific things to be aware of should you move forward and hire this applicant: how to manage and motivate the person, areas to train and areas for development. By using the information in this section with a new employee you can get the person up and running very quickly because you understand how to work with them from their very first day.

Post-Hire (Areas to train, areas to develop, how to manage and motivate):

Be very direct with this individual. Incorporate incentives into his/her compensation plan if possible. This individual has an 'entrepreneurial' aspect to his/her personality; therefore, enable him/her to operate independently, when possible. Make the position very fast-paced and multi-faceted. Be aware of his/her tendency to over analyze when making decisions. Consequently, it would be helpful to provide him/her with clear deadlines for when decisions are to be made.