



Report designed for

John Doe

Profiles Sales Indicator[®] Management Report

Performance Model: Widget Bender ***SAMPLE FOR PSI***

Assessment Taken: 04/25/2018 Printed: 04/25/2018

CONFIDENTIAL

HireSmart, LLC
4140 E. Baseline Road, Ste. 101-317
Mesa, AZ 85206

Profiles  International
imagine great people[®]

Introduction

The Profiles Sales Indicator Management Report presents the following information you will find helpful for managing John Doe:

- **Summary Graph** - This chart provides a snapshot of the Sales Success Qualities John Doe brings to the job. It shows the overall match to the job and individual scores. You will also see how the scores match the target pattern.
- **Sales Success Qualities** - This section of the report has a more complete description of the Sales Success Qualities you can expect from John Doe.
- **Critical Sales Behaviors** - This section describes John Doe with regard to seven Critical Sales Behaviors considered important for success in selling.

This Performance Model should reflect your expectations and/or how your top performers responded to the Profiles Sales Indicator. The report indicates how this individual's results compared with the model of Widget Bender ***SAMPLE FOR PSI***. A continuing review of the impact and effectiveness of this Performance Model is important to ensure that it reflects your company's needs and culture.

Please consult the User's Guide for additional information on using these results when working with John. As discussed in the User's Guide for this product, the results from this or any assessment should never make up more than a third of the final decision in placements.

Summary Graph

When viewing the scales on this page, the darker shading represents the Performance Model for the role of Widget Bender ***SAMPLE FOR PSI***. The larger box indicates the individual's score.

Competitiveness



Self-reliance



Persistence



Energy



Sales Drive



Distortion for this assessment is within the acceptable range.

John Doe has an Overall Job Match of **43%** for the position of Widget Bender ***SAMPLE FOR PSI***.

Sales Success Qualities

This section further details the results for Mr. Doe. For each quality, you will see the Performance Model and the score obtained. Following this, the bulleted statements from the individual's report are shown, along with comments directed toward his supervisor. Should the score fall outside of the Performance Model, additional comments are provided.

Competitiveness



Behavioral Considerations

- He seems to enjoy the opportunity to be of influence in a group. It will probably be a common feature of his performance that he is effective in persuading others.
- Some individuals express themselves less enthusiastically than he does, which may be a cause for some frustration for him. When his patience with others wears thin, you may have to mediate between the players in such a situation.
- He is often one of the first to accept a leadership role, and may even find following others tedious. The occasional assignment of the role of follower could help to build a tolerance for the leadership of others.
- The assertiveness and competitiveness needed to pursue sales with confidence come naturally for him. He should express himself well with clients, if only rarely too forcefully.

Additional Considerations

On the Competitiveness scale Mr. Doe is above the profile for this Performance Model. This suggests that his willingness to influence others and desire to win are greater than the position typically expects of its successful people. Discussions with him should explore the possibility that the position may not challenge his need for influence and competition, leading to a drop in his interest and/or level of performance.

Self-reliance



Behavioral Considerations

- He probably performs best when he may settle on the "means to an end" in a self-determining fashion. There should only be rare circumstances in which his approach requires your scrutiny.
- His autonomy and individualism is higher than most others, which leads to unique goal setting and accomplishment. Provide a subtle level of advice if his goal setting loses focus with organizational objectives.
- An over-attentive superior is likely to get in his way more than provide assistance. You should be able to lay the groundwork for what he needs to do, but can be reasonably satisfied that he will hash out the details of how he will do it on his own.
- Often, the solitary aspect of some sales careers (doing his best on his own) is more fun for him than others may think. He should be able to maintain personal motivation longer than others when out on business alone.

Additional Considerations

On the Self-Reliance scale Mr. Doe is above the job profile for this position. This suggests that his self-reliance is greater than the position typically requires and that he may become frustrated by the level of supervisory attention typical of this position. Discussions with him should explore the possibility that the position may be too structured to maintain his motivation and/or level of performance.

Persistence

Flexible • Good sensitivity

1

2

3

4

5

6

7

8

9

10

Persevering • Unwavering

Behavioral Considerations

- He has the will to work hard for a goal, even if personal sacrifices are required. His high level of persistence will probably be taken as a great asset for the team, but you may need to monitor long-term effects of stress, as he may overlook the detrimental effects that sometimes occur.
- Emotionally tough, time pressures or minor setbacks rarely break down his resolve. This tenacity can be an effective tool in encouraging others in the team during minor holdups.
- He is willing to accept a challenge, even if failure is a potential result. Rewarding his resolve enhances his healthy respect for accepting risk.
- There are often times when he may keep working toward a goal, even if the workday has ended. His independence may also effect this situation, with higher independence suggesting a tendency to maintain resolve when working alone.

Additional Considerations

On the Persistence scale Mr. Doe is above the profile for this Performance Model. This suggests that his ability to see something through to the very end is greater than the position typically requires and that he may become frustrated by the adjustment and adaptation typical of this position. Discussions with him should explore the possibility that the needs of this position may not be focused enough to maintain his motivation and/or level of performance.

Energy

Systematic • Steady paced 1 2 3 4 5 6 7 8 9 10 *High endurance • Spontaneous*

Behavioral Considerations

- If given the opportunity to add excitement to his daily events, he usually accepts it with interest. Utilizing creative means to tap into his high energy level will likely be essential.
- A work setting that is low in spontaneous challenges can be rather boring for him; he often seeks new and challenging objectives. Provide as much for him to do as he can handle in order to keep up with his need for stimulation and challenge.
- He would probably much rather be on the road than attending to routine details in the office. If his independence is also high, he will usually be very willing to take on responsibilities away from the office.
- Working behind a desk, with little variation in the workday, can be rather frustrating for him. You may need to keep him on the go as much as possible rather than oblige him to attend to slow paced work behind a desk.

Sales Drive

Relaxed • Unassuming

1

2

3

4

5

6

7

8

9

10

*Success oriented • Outcome
focused*

Behavioral Considerations

- He is able to state his outlook decisively and with conviction. Try to also build his ability to listen closely and take into account the views of others when appropriate.
- Success is the primary motivation for him in most situations. If team members do not share this positive attitude about winning, some form of understanding may be needed, emphasizing the differences in team players and the strength that diversity provides the team.
- He is capable of making unpopular decisions when necessary, willing to force results in conflict-ridden conditions.
- He derives motivation from within, occasionally taking the lead as a source of encouragement to others.

Critical Sales Behaviors

This section describes what kind of sales behavior Mr. Doe could demonstrate if properly trained for the position under consideration. If he is a good match to the position this information is very important.

If Mr. Doe is not a good match to the Performance Model you have developed for this position, you should disregard the comments made in this section. However, if you have other sales positions available you should re-run the Profiles Sales Indicator with the Performance Models developed for those positions. Should he be a good match for any of these other positions, then use this section of the report to support your decision.

Prospecting

Mr. Doe will invest a great deal of energy into prospecting. He should stay with the task consistently, gathering as much information as necessary from each potential prospect, thus allowing him to move directly into the sales mode. He tends to enjoy a great deal of self-sufficiency and flexibility in his approach to developing a list of prospects.

Closing The Sale

Mr. Doe is usually willing to move toward a close from the very beginning of the presentation. His confidence and competitiveness are quite high. Also, he will not easily take “no” for an answer. In fact, he will stay with a prospect and ask for the sale as often as it takes to get a definite answer. He should consistently demonstrate the motivation to present his product in the most favorable perspective and use a variety of approaches to help the prospect appreciate their need for the product.

Call Reluctance

Typically, call reluctance will rarely be a real problem for Mr. Doe. His high level of energy suggests that he prefers to act quickly, rather than wait for something to happen. Because of his resistance to rejection, Mr. Doe does not appear to experience much tentativeness in the pursuit of his goals. He should be willing to engage in the sales process to completion in a consistent manner. His high sales drive serves him well in pushing through any periods of doubt that may occur.

Self-starting

When competition takes form, he will often be ready for the challenge. Mr. Doe is primarily motivated by winning and the chase that concludes with a successful sale. He has a highly developed drive for sales and a focus on getting results. He has a self-reliance that is strong and will further add to his motivation and compensation needs. Mr. Doe derives motivation from within, occasionally taking the lead as a source

of encouragement to others. Although the service he provides to customers and clients is essential, the winning aspects of successful sales are the greatest reward for him.

Working With A Team

It often comes easy for Mr. Doe to lead others and direct the course of action. When competition takes form, he will often be ready for the challenge and probably interested in directing others toward competitive goals. His autonomy and individualism are higher than most others, demonstrating his high competitiveness and independence; this may overshadow his willingness to coordinate the team and encourage cooperative efforts. He may prefer to set his own direction and establish personal methods rather than doing so as part of a consensus. Mr. Doe derives motivation from within, taking the lead as a source of encouragement to others.

Building And Maintaining Relationships

If given the opportunity to add excitement to his daily events, Mr. Doe usually accepts it with interest. The bustle and stress of a fast paced profession is very motivational for him. Very energetic and driven, Mr. Doe should prove to be an individual who takes initiative, gets things going during lull periods and uses resources to maximize such initiative. Mr. Doe will work out the details of how he will complete tasks on his own and is likely to accept additional challenges in order to satisfy his drive and energy. His autonomy and individualism are higher than most others which leads to unique goal setting and accomplishment. Mr. Doe derives motivation from within, occasionally taking the lead as a source of encouragement to others. He may need greater competitive challenges in order to maintain satisfaction in what he does.

Compensation Preference

Highly self-reliant, Mr. Doe adds high persistence to the establishment and maintenance of relationships. The pace at which he proceeds into relationship-building tasks may overwhelm some, so encourage him to practice the reading of a client's responses during initial communications. This way, he may be able to monitor his performance independently, satisfying his need for autonomy while improving his ability to create strong bonds with clients.