

PSA

Report designed for

Sally Sample

Profiles Sales Assessment™

Individual Profile

Assessment Taken: 03/25/2010

Printed: 10/21/2013

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Message to Sally Sample

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** - Learning Index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** - Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** - Enterprising, Financial/Administrative, People Service, Technical, Mechanical, and Creative.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

Thinking Style

Learning Index

An index of expected learning, reasoning, and problem solving potential.

- Upon completing a new training program, you appear capable of picking up new concepts without direct support.
- Overall, you can be expected to complete a new training program with at least adequate success.
- You are generally adaptive in the intellectual sense.
- Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.

Verbal Skill

A measure of verbal skill through vocabulary.

- You may initially need extra time when using verbal and written information.
- On occasion, communicating ideas and directions could present a challenge for you.
- With training and experience, you should be able to better understand communications as applied to the job.
- You may not have had much recent opportunity to use verbal skills in your work.

Verbal Reasoning

Using words as a basis in reasoning and problem solving.

- You demonstrate adequate, and in some areas good, verbal reasoning ability.
- You are proficient in the use of words and language.
- You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- You probably assimilate verbal information as easily as the general population.

Numerical Ability

A measure of numeric calculation ability.

- You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- You should be able to grasp common mathematical principles that apply to the job.
- You may need assistance with complex mathematics or technical calculations.
- You should be capable of learning to apply everyday mathematical principles to new, more complex problems as necessary.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving.

- You work well with numbers and numerical concepts.
- You grasp numerical concepts readily.
- You complete numerical problems with comparable success to the general population.
- You demonstrate a relatively strong ability to solve problems of a numerical nature.

Behavioral Traits

Energy Level

Tendency to display endurance and capacity for a fast pace.

- Your work pace is compatible with steady performance and fast results; nonetheless, taking time to rebuild your energy reserves can be beneficial to you, especially in a fast-paced sales environment.
- You can act with a sense of urgency, even under pressure, but need to allow yourself time to reenergize when necessary.
- Your typical work pace is high, although you would benefit from the opportunity to revitalize on occasion.
- You can be relied upon to meet sales goals in a timely manner, occasionally needing time to relax and gather more energy as needed.

Assertiveness

Tendency to take charge of people and situations. Leads more than follows.

- You have a preference for making the hard decisions and determining sales outcomes.
- You can be highly motivated by situations in which you are held accountable for meeting sales goals. You're strongly motivated by influence and competition.
- You can close sales with confidence, enforce company policies, and sell with authority. You are also quite capable of making unpopular decisions when necessary.
- You express a strong need to be the leader in a sales team.

Sociability

Tendency to be outgoing, people-oriented, and participate with others.

- Your sociability may aid you in establishing a network of contacts, but you seem best suited for more solitary work, in general.
- You tend to prefer direct communication to facilitate winning the sale and may avoid spending time on small talk and social amenities.
- You seem to enjoy sales that involve establishing relations with contacts, but tasks that require you to work alone may be the best fit for your level of sociability.
- You are somewhat motivated by sales goals that require contact with people, but are also comfortable tending to the tasks that require working alone.

Manageability

Tendency to follow policies, accept external controls and supervision, and work within the rules.

- You demonstrate a willingness to conform to organizational sales policies without feeling any loss of personal freedom.
- You typically are willing to accept guidance and suggestions from others.
- You are respectful of sales procedures and should be fairly open to the management provided by a sales leader.
- You possess a positive attitude concerning organizational constraints and sales policies.

Attitude

Tendency to have a positive attitude regarding people and outcomes.

- You may become critical of yourself or others when opportunities seem bleak.
- You may be inclined to become skeptical or suspicious of competitors and their motivations.
- You may feel uncomfortable with negotiations that are not well-defined.
- You appear to suspect those whose motives are uncertain to you.

Decisiveness

Uses available information to make decisions quickly.

- You are capable of responding to an emergency and resolving problems.
- You are inclined to take decisive action, to move decisions forward.
- You can stand firm on decisions and may not be inclined to back down once a decision is made.
- You are decisive, quick to act, and likely to enjoy participating in situations that require immediate action.

Accommodating

Tendency to be friendly, cooperative, agreeable. To be a team person.

- You can become defensive if someone tries to take advantage of you in a sales negotiation.
- You do not back away from important arguments, disagreements, and/or conflict in the process of closing a deal.
- For the most part, you tend to be competitive, recognizing that one must be resilient in the face of conflict.
- You can generally demonstrate a willingness to listen to the needs of your clients while maintaining a competitive attitude.

Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.

- You are an independent salesperson who prefers minimal guidance and coaching.
- You likely prefer to handle your objectives independently and may quietly resist being restricted.
- You are highly independent, functioning well on your own, but could benefit by making room for the advice of your fellow salespeople and managers.
- You take on new sales opportunities independently, seeking the support of coworkers only when absolutely necessary.

Objective Judgment

The ability to think clearly and be objective in decision-making.

- You may prefer to focus on critical decision-making responsibilities that require a subjective perspective.
- You have a tendency to be a subjective thinker who emphasizes intuition more than facts and figures.
- Your judgment has a strong tendency to be subjective and intuitive.
- Your problem-solving can be effective so long as you stay aware of your subjective biases and opinions and respect the facts when necessary.

Interests

You scored highest in the Creative, Enterprising, and People Service themes on the inventory. You are attracted to sales positions in which you can use your creative tastes and thinking in a sales environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to promote the design aesthetics of a product and its visual appeal. The chance to serve the needs of clients and prospects also relates to this interest pattern.