

PSA

Report designed for Performance Model

**MR**

# Profiles Sales Assessment™ Performance Model Analysis

Performance Model Date: 07/25/2013

Printed: 10/21/2013

**CONFIDENTIAL**

Profiles  International <sup>Japan</sup>  
imagine great people®

プロファイルズ株式会社  
富岡1-18-17  
江東区, 東京都 135-0047

Profiles  International  
imagine great people®

## Introduction

This report describes the employee whose scores are within the indicated range for each scale. The Scale Description provides insight into the meaning of each scale and will help you understand this employee relative to the scores on each scale.

## Employee Descriptions

The Employee Description for each scale describes the employees who would fall into the indicated Performance Model. The shaded boxes on each scale represent the Performance Model for this position. Brief descriptions of Low and High Scorers are provided to demonstrate the range of the characteristic measured. The Scale Description provides insight into the meaning of each scale and will help you understand this employee relative to the scores on each scale.

## Thinking Style Scales

### Learning Index

**Employee Description** - Salespeople who can learn quickly and understand complex information without difficulty.



#### **Low Scorers**

*Repetition and hands-on learning can be effective in training*

*Achieves best through learning that is specific to the job*

#### **High Scorers**

*Strong capacity to adapt quickly in a learning situation*

*Typically finds it easy to learn the requirements of a new job situation*

#### **Scale Description**

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

## Verbal Skill

**Employee Description** - Salespeople who are capable of utilizing an advanced vocabulary to describe, explain and market a product when communicating with a prospect.



**Low Scorers**

*Can be slow and deliberate in communicating ideas*

*Most communications are concrete and straightforward*

**High Scorers**

*Capable of precise communication, even under strict time constraints*

*Competent in making analyses involving written and verbal data*

### Scale Description

A measure of verbal skill through vocabulary.

## Verbal Reasoning

**Employee Description** - Salespeople who can easily analyze complex verbal information and make reliable interpretations with clients and prospects.



**Low Scorers**

*May require more time to assimilate new information of a verbal or written nature*

*May be less proficient in information gathering techniques*

**High Scorers**

*Strong information gathering ability*

*Assimilates verbal information rapidly*

*Can abstract conclusions from verbal information more proficiently than others*

### Scale Description

Using words as a basis in reasoning and problem solving.

## Numerical Ability

**Employee Description** - Salespeople who perform complex calculations on a regular basis and who are comfortable communicating complex data to clients and prospects.



### Low Scorers

*Using mathematics can be challenging*  
*Figuring numerical problems may require the use of a calculator*

### High Scorers

*Quick in mentally determining mathematical solutions to problems*  
*Demonstrates a sound understanding of basic mathematical process*

### **Scale Description**

A measure of numeric calculation ability.

## Numeric Reasoning

**Employee Description** - Salespeople who are reasonably efficient about utilizing numerical data in decision-making and who are comfortable with graphic representations of data in selling.



### Low Scorers

*May overlook the implications derived from a set of numerical data*  
*May be comfortable using simple calculations for problem solving*

### High Scorers

*Demonstrates little difficulty in assimilating new information of a numerical nature*  
*Can process numerical data to reach conclusions or understand inferences*

### **Scale Description**

Using numbers as a basis in reasoning and problem solving.

## Behavioral Traits Scales

### Energy Level

**Employee Description** - Salespeople who are active and can focus on several sales objectives at a time.



**Low Scorers**

*Good with methodical processes  
Patient, Good task focus*

**High Scorers**

*Self starter, Multi-tasker  
Self-motivated*

**Scale Description**

Tendency to display endurance and capacity for a fast pace.

### Assertiveness

**Employee Description** - Salespeople who enjoy competitive situations and winning the sale with direct techniques.



**Low Scorers**

*Willing to accept a leader, Diplomatic  
Low need to control others*

**High Scorers**

*Comfortable with self expression and leadership  
Achievement oriented, Competitive*

**Scale Description**

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

## Sociability

**Employee Description** - Salespeople who are motivated by the opportunity for personal contact with clients and prospects. They may enjoy selling in a team environment.



**Low Scorers**

*Avoids small talk, Keeps to one's self  
Is less likely to be frustrated by a lack of social contact*

**High Scorers**

*Conversational, People oriented  
Comfortable working in a group setting*

**Scale Description**

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

## Manageability

**Employee Description** - Salespeople who appreciate the details of procedures but can adapt their sales techniques when a situation calls for it.



**Low Scorers**

*Can be cautious with authority figures  
Tends to defend point of view  
Willing to question when not in agreement*

**High Scorers**

*Cooperative and agreeable  
Works within the rules  
Comfortable with authority*

**Scale Description**

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

## Attitude

**Employee Description** - Salespeople who tend to question the agenda of those with whom they negotiate a sale but can express confidence in making the sale once their doubts have been alleviated.



**Low Scorers**

*Sometimes skeptical*  
*Can be critical of others*  
*Often vigilant*

**High Scorers**

*Optimistic, Trusting*  
*Relaxed social style*

### Scale Description

Tendency to have a positive attitude regarding people and outcomes.

## Decisiveness

**Employee Description** - Salespeople who consistently respond to client's needs in a timely fashion and who can make quick decisions under pressure.



**Low Scorers**

*Not typically impulsive*  
*Prefers a methodical approach*  
*Analyzes before making a decision*

**High Scorers**

*Moves quickly when making decisions*  
*Accepts risk in most situations*

### Scale Description

Uses available information to make decisions quickly.

## Accommodating

**Employee Description** - Salespeople who tend to be firm in addressing their sales goals but can adjust to a customer's needs to close a sale.



**Low Scorers**

*May be disagreeable on occasion*

*Can seem too firm*

*Will not typically follow the group just to get along with others*

**High Scorers**

*Cooperative, Harmonious*

*Likeable, Will go along with the group*

**Scale Description**

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

## Independence

**Employee Description** - Salespeople who perform best when provided minimal structure and given the room to make decisions independently without their sales manager micromanaging their activities.



**Low Scorers**

*May seek support, Cautious or reserved*

*Accepts supervision easily*

**High Scorers**

*Adventurous, Slow to follow*

*Likes to set own direction*

**Scale Description**

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



## Objective Judgment

**Employee Description** - Salespeople who are most successful when provided ample information to make objective decisions yet are capable of relying on intuition when necessary.



### Low Scorers

*Not overly bound by systematic thinking*  
*Subjective, Will follow a hunch*

### High Scorers

*Comfortable with a logical approach*  
*Unemotional thinking*

### **Scale Description**

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

## Interests

The interest section assesses a person's relative concentration between the six interest areas for the Performance Model under consideration. The top three interests for this model in descending order are: **Enterprising**, **People Service**, and **Mechanical**. The other three interests, Financial/Administrative, Technical, and Creative have no impact on this position.



### Enterprising

Salespeople who are motivated by the competitive, fast-paced world of sales and management.



### People Service

Salespeople who are motivated by a position that offers the opportunity to help others or provide some facilitative service.



### Mechanical

Salespeople who are motivated by the practical, hands-on aspect of industry and mechanical activities.

## Employee Description

For salespeople in this position, the interest results are focused in the Enterprising, Mechanical, and People Service themes on the Profiles Sales Assessment. They appreciate the entrepreneurial aspects of various sales environments while attending to client services priorities. Opportunities for seeing the tangible results of their sales efforts appear to help drive their motivation.

## Summary Graph

The shaded boxes represent the Performance Model for this position.

Learning Index



Verbal Skill



Verbal Reasoning



Thinking Style

Numerical Ability



Numeric Reasoning



Energy Level



Assertiveness



Sociability



Manageability



Attitude



Behavioral Traits

Decisiveness



Accommodating



Independence



Objective Judgment



These are the top three interests for this Performance Model.

-  **Enterprising**
-  **People Service**
-  **Mechanical**

Interests