

The logo consists of a blue rounded rectangle with a white-to-blue gradient. The letters "PSA" are written in white, sans-serif font in the upper left portion of the rectangle.

Report designed for Performance Model

**MR**

# Profiles Sales Assessment™ Performance Model Description

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**CONFIDENTIAL**

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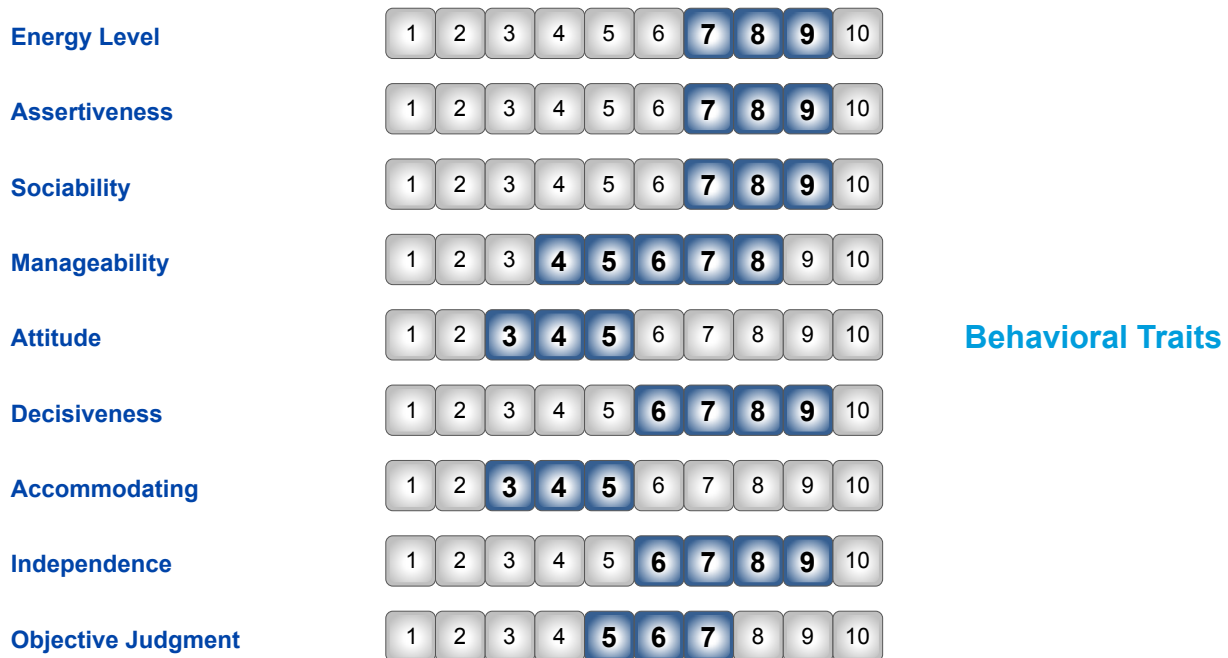
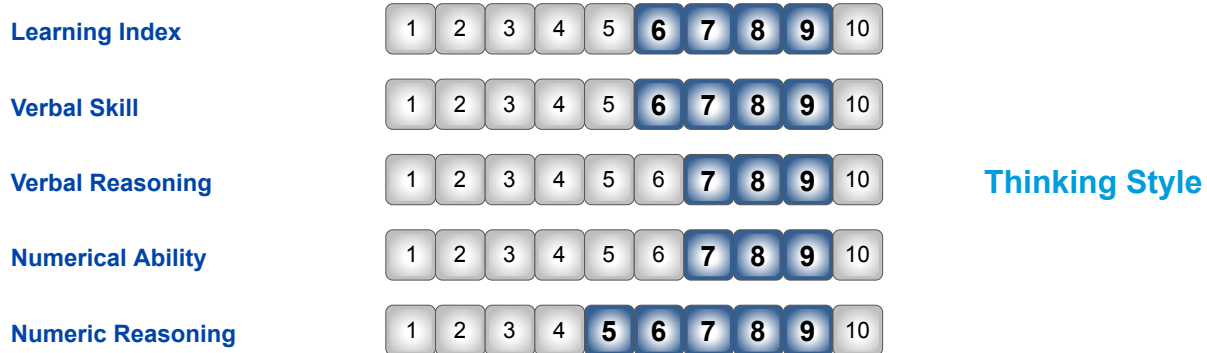
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## Introduction

This report describes the employee whose scores are within the Performance Model for each scale. The Scale Description provides insight into the type of individual who will fit well into the MR position.

## Summary Graph

The shaded boxes represent the Performance Model for this position.



These are the top three interests for this Performance Model.

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

## Interests

## Employee Descriptions

### Thinking Style Scales

#### Learning Index

Salespeople who can learn quickly and understand complex information without difficulty.

#### Verbal Skill

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

#### Verbal Reasoning

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

#### Numerical Ability

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

#### Numeric Reasoning

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

### Behavioral Traits Scales

#### Energy Level

Salespeople who are active and can focus on several sales objectives at a time.

#### Assertiveness

Salespeople who enjoy competitive situations and winning the sale with direct techniques.

#### Sociability

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

#### Manageability

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

#### Attitude

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.

**Decisiveness**



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

**Accommodating**



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

**Independence**



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

**Objective Judgment**



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

**Interests Scales**

**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.