



Report designed for Performance Model

Sales Manager

ProfileXT[®] Candidate Matching

Performance Model Date: 09/09/2020

Printed: 09/09/2020

CONFIDENTIAL

SBPデモ
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WILEY

Summary

This report provides a comparison of selected candidates to the Sales Manager Performance Model. This information will help organize your interviews when more than one candidate is being considered for the same job. The percentage match to this model is shown for each candidate. The percent match reflects each candidate's Thinking Style, Interests and Behavioral Traits combined.

You should select candidates appropriate for the Sales Manager Performance Model listed here and view the report(s) specific to each candidate.

Please note that this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

Candidates	Sales Manager % Match
香美 広瀬	90%
Carlos Aguilar	88%
A子 堀口	87%
Yumi SHIROTA	81%
龍太郎 村上	81%
Yoshio KITANI	76%
John Smith	61%

NOTE:

Please consult the User's Guide for additional information on using these results. 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

The shaded boxes represent the **Sales Manager** Performance Model.

Learning Index



Verbal Skill



Verbal Reasoning



Numerical Ability



Numeric Reasoning



Thinking Style

Energy Level



Assertiveness



Sociability



Manageability



Attitude



Behavioral Traits

Decisiveness



Accommodating



Independence



Objective Judgment



The matching process for Interests is concerned with the top three interests of a Performance Model and how closely a candidate's top three interests match. The three top interests for this model are indicated and ranked from top to bottom below.

 **Enterprising**

 **Financial/Administrative**

 **People Service**

Interests

Employee Descriptions

Thinking Style Scales

Learning Index

Employees who assimilate information within expected norms and can appreciate more complex information processing.

Verbal Skill

Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.

Verbal Reasoning

Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.

Numerical Ability

Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.

Numeric Reasoning

Employees who are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.

Behavioral Traits Scales

Energy Level

Employees who are active and can focus on several tasks at a time.

Assertiveness

Employees who are highly motivated by authoritative positions and who rarely seek out the role of follower. Highly assertive.

Sociability

Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.

Manageability

Employees who respond well to a structured environment and are willing to accept the leadership of others.

Attitude

Employees who consistently maintain their positive expression and trust easily. They tend to have a relaxed social style.

Decisiveness

Employees who are consistently responsive in a timely fashion and who can make quick decisions under pressure.

Accommodating

Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position

Independence

Employees who are moderately independent yet can accept necessary supervision and structure.

Objective Judgment

Employees who utilize data in order to make deliberate decisions based on the logical application of objectivity and practicality.

Interests Scales

Enterprising

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

**Financial/
Administrative**

Employees who are motivated by administrative duties or financial information processing.

People Service

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