

Vince Sample

Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0



PERSONALITY TEST

Sales Achievement Predictor

Measures personality traits critical to success in sales and related fields. It assesses traits that are not apparent in an interview or resume, such as inhibitions about cold calling, reluctance to ask for a sale, and motivation to follow through.

Results Summary

Recommended

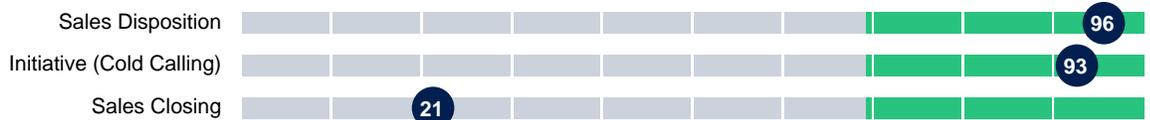
For a Sales Role

Overview

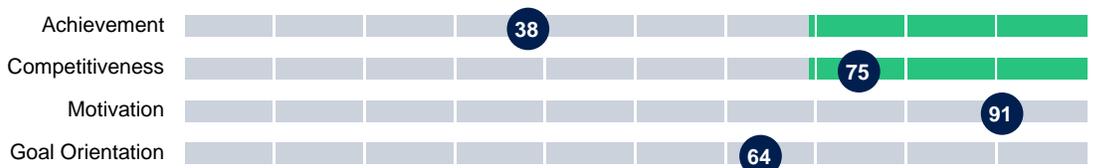
-  = Strength
-  = Potential Strength
-  = Needs Attention
-  Sales Disposition
-  Initiative (Cold Calling)
-  Sales Closing
-  Achievement
-  Competitiveness

Score Details

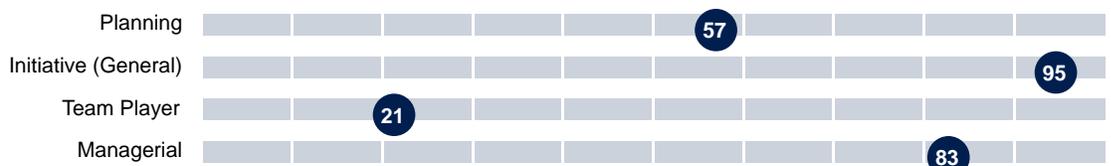
Sales Success



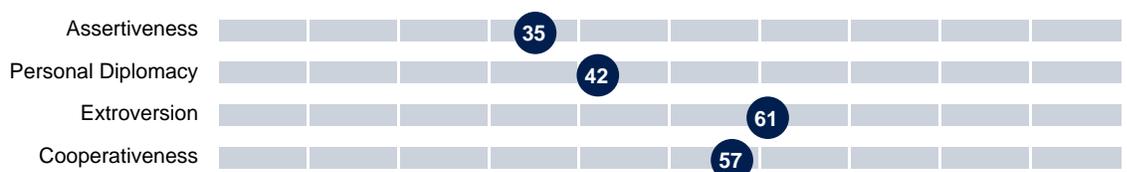
Motivation & Achievement



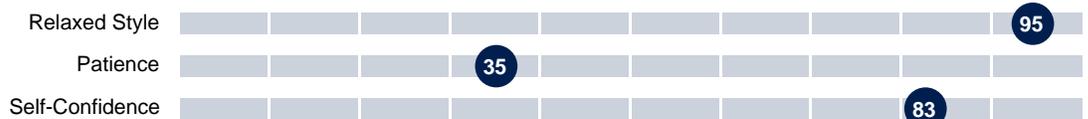
Work Strengths



Interpersonal Strengths



Inner Resources





Sales Related Characteristics

The **Sales Disposition score (SAL)** indicates the degree to which an individual's SalesAP results are similar to those observed for people who are successful in sales careers. This SAL score in the **96th percentile** suggests that this individual's SalesAP responses are very similar to those of strong sales performers. He or she may not be as highly motivated by financial incentives as are most salespeople. The obtained **Relaxed Style score** in the **95th percentile** suggests that this person is likely to be especially effective in handling stress in sales situations. The **Self-Confidence score** in the **83rd percentile** is typical of a person who will project self-confidence in a sales situation.

The **Initiative-Cold Calling (CC) score** summarizes an individual's responses to statements from the Initiative-General scale that reflect characteristics necessary for success in cold calling activities. The obtained CC score in the **93rd percentile** for this person suggests that he or she has the characteristics required to be consistently effective in making cold calls. The **Planning score** in the **57th percentile**, however, is typical of people who may lose interest or become bored with routine cold calling. With a **Self-Confidence score** in the **83rd percentile**, this person is likely to feel self-confident and self-assured when making cold calls.

The **Sales Closing (CLS) score** indicates the degree to which an individual's SalesAP results are similar to those observed for people who are successful in closing sales. The CLS score in the **21st percentile** for this person suggests that he or she may have difficulty closing sales in certain situations or for some types of sales.

Customer Service/Inside Sales. Individuals with this profile will be about as diplomatic as most people in a customer service or inside sales role. This person is likely to be patient in some situations but not in others. He or she is likely to be relaxed in most customer service and inside sales situations.

Additional consideration of the Sales Success characteristics reflected by this person's SalesAP responses is provided in the following detailed interpretation of the general SalesAP scale scores.



Motivation & Achievement Characteristics

The Motivation and Achievement scales describe a person's orientation toward achievement and inner drive to achieve.

The **Achievement (ACH) scale score** reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the **38th percentile** for this person indicates his or her achievement level may be average, but he or she will probably perform at a higher level in areas of high interest. He or she is likely to perform at least at an average level in most areas, including sales, and has at least an average level of attention or energy available for intellectual reasoning or conceptual work. This person's achievement in academic areas is likely to be low or moderate. At work or in a career, performance may be at an average level, but he or she will follow through in work or career areas of high interest.

The **Competitiveness (CMP) score** is closely related to all aspects of sales performance. It reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the **75th percentile** suggests that he or she is likely to value competitiveness, but only in areas that are particularly important to him or her. He or she may give a high priority to competitiveness in some sales situations and not in others.

The **Motivation (MOT) scale score** is intended to represent a person's inner drive, commitment to achieve, and the strength of inner emotions, needs, and values. This MOT score in the **91st percentile** indicates a person whose motivation or inner drive is relatively high for certain personally important goals and not for others.

The **Goal Orientation (GO) scale** describes the extent to which an individual sees himself or herself as having clear goals and objectives. This person's GO score in the **64th percentile** indicates that he or she is likely to have clear goals in areas that are important to him or her and to focus attention on goals and objectives to the same degree as do most people.



Work Strengths

The Work Strengths scales describe actual work habits and attitudes towards working alone and with others.

The **Planning (PLN) scale score** reflects a person's tendency to use time-management, scheduling, and organizing and planning strategies to achieve goals. The PLN score in the **57th percentile** suggests that this individual will plan, organize, and apply effective work habits in areas of high interest. He or she may attend to details and plans enough to succeed in projects or tasks of high interest, but may not apply this same level of concentration to tasks that are uninteresting, boring, or unrelated to major goals. This may affect this person's performance in general.

The **Initiative-General (INI) scale** indicates a person's level of comfort in taking independent action. The INI score in the **95th percentile** suggests that this individual is likely to display a high level of initiative and is willing to be a self-starter in sales as well as other areas.

The **Team Player (TMP) scale score** relates to a person's level of comfort in working together as part of a team or interdependent work group. This TMP score in the **21st percentile** suggests this person may prefer an independent sales role rather than working as part of a sales team or group.

The **Managerial (MGT) score** represents the degree to which a person's work strengths combine with his or her achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the **83rd percentile** suggests that his or her general characteristics are moderately similar to those of individuals in sales management or supervisory roles. This person is likely to be able to delegate authority and to have some ability to inspire and motivate others. This person may be seen as having moderately good overall management potential.



Interpersonal Strengths

The Interpersonal Strengths scales describe ways in which a person is likely to engage in interactions with others in the work environment.

The **Assertiveness (AST) scale score** provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the **35th percentile** indicates an individual who is relatively unassertive.

The **Personal Diplomacy (PDL) scale score** reflects a person's tendency to use tact and diplomacy in dealing with others and to display sensitivity to the feelings and ideas of others. For this person, the PDL score in the **42nd percentile** suggests that he or she may be blunt and to the point in communicating with others. This individual may often be seen by others as undiplomatic.

The **Extroversion (EXT) scale score** indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the **61st percentile** indicates a person who is moderately extroverted. This person may be seen to be as extroverted and outgoing as the average person in business, sales, or social situations.

The **Cooperativeness (COP) score** indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This may be an asset in some sales situations. This COP score in the **57th percentile** suggests that this person is likely to be cooperative for the most part, but may sometimes be independent or aggressive. This person is likely to use an optimal level of aggressiveness when working with others.



Inner Resources

The Inner Resources scales describe the kind of work-related inner resources that a person brings to the work environment.

The **Relaxed Style (RLX) scale score** describes the ability to remain free of tension and unworried in the face of stress. This RLX score in the **95th percentile** describes a person who is generally relaxed.

The **Patience (PAT) scale** indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the **35th percentile** suggests that he or she is generally impatient. This person may not be patient in pursuing promising but difficult or time-consuming sales opportunities and may react quickly or impatiently in some sales situations.

The **Self-Confidence (SCN) score** is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the **83rd percentile** suggests this person is, in general, self-confident and self-assured.

Validity & Response Style

The Validity and Response Style scales represent the individual's level of attention to the meaning of SalesAP statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) or negative (Self-Critical) self-presentation.

Inconsistent Responding (INC)

1

The Inconsistent Responding (INC) score of 1 indicates that this person paid appropriate attention to the meaning of SalesAP statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

Self-Enhancing Score (ENH)

99

This person obtained a Self-Enhancing score (ENH) in the 99th percentile. This style of self-presentation is much more positive than that of most others. This can be a characteristic of job applicants and others trying to make a good impression in business, social, or other situations. It may also reflect a high level of self-confidence. Others are likely to describe this person's self-regard as highly positive.

Self-Critical Score (CRT)

1

In addition, the Self-Critical (CRT) score in the 1st percentile suggests that this individual may be less likely than most to make statements that are highly self-critical or reflect weaknesses. The two scores in combination are characteristic of people who tend to sell themselves or to set high standards for themselves. This individual is likely to make a good impression in interviews. These scores and the Self-Confidence score in the 83rd percentile suggest a person who will confidently give the best possible self-presentation and leave others with a favorable impression.