



Report designed for Performance Model

Widget Bender * SAMPLE FOR PSA *****

Profiles Sales Assessment™ Candidate Matching

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CONFIDENTIAL

Kaizen Executive
Suite 702, 9 - 10 The Park,
Parramatta, NSW 2150

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Summary

This report provides a comparison of selected candidates to the Widget Bender *** SAMPLE FOR PSA *** Performance Model. This information will help organise 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 Behavioural Traits combined.

You should select candidates appropriate for the Widget Bender *** SAMPLE FOR PSA *** 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.

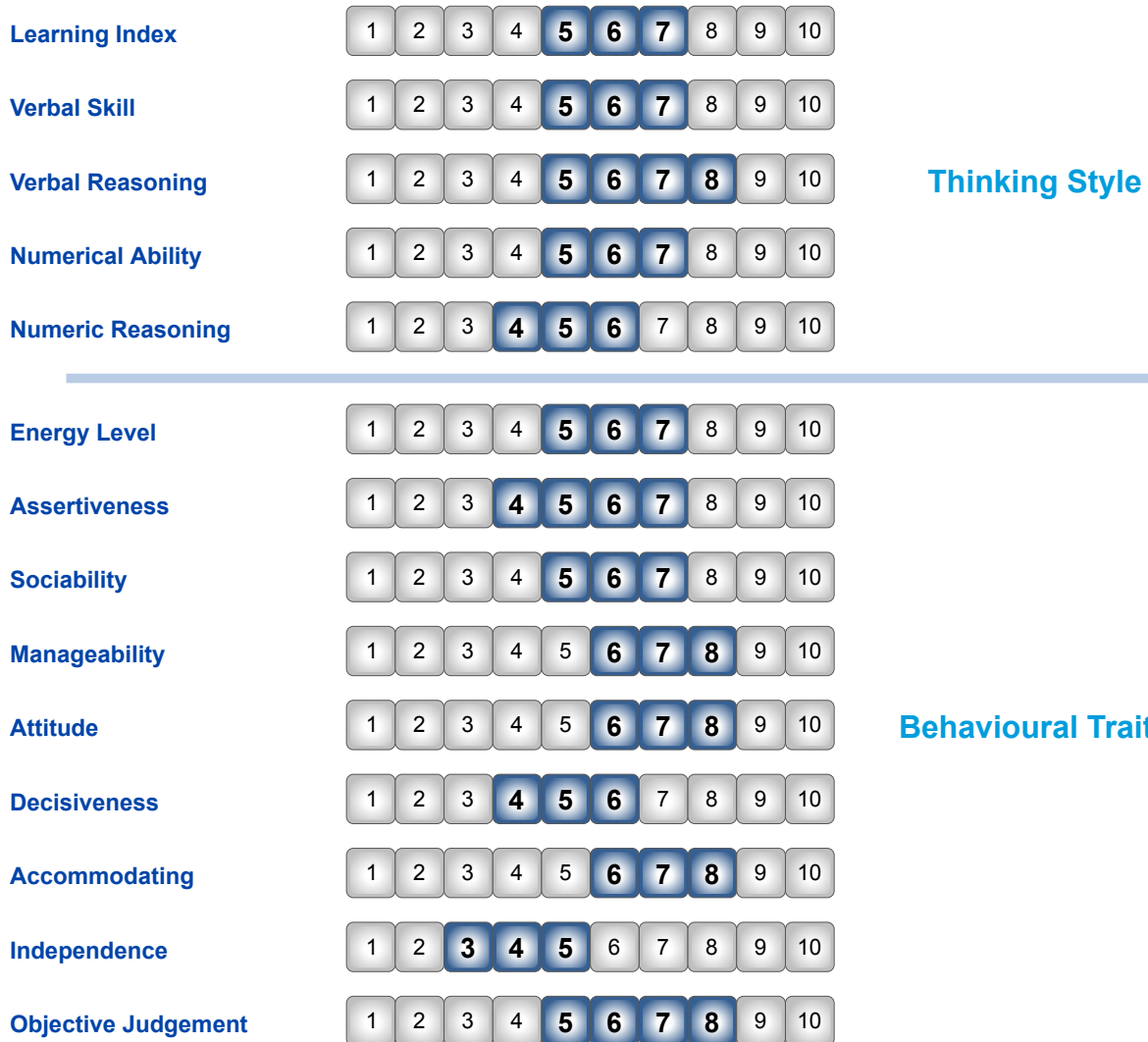
Candidates	Widget Bender *** SAMPLE FOR PSA *** % Match
Sally Sample	69%

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 Widget Bender *** SAMPLE FOR PSA *** Performance Model.



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.

-  **Financial/Administrative**
-  **People Service**
-  **Enterprising**

Interests

Employee Descriptions

Thinking Style Scales

Learning Index

Salespeople who are proficient in assimilating information but occasionally require more focused training when highly complex issues are involved.

Verbal Skill

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

Verbal Reasoning

Salespeople who interpret routine communications effectively with an ability to use more complex verbal information in presenting to prospects.

Numerical Ability

Salespeople who utilise routine numerical information in their selling and who may occasionally be required to perform more complex calculations with clients.

Numeric Reasoning

Salespeople who can make sales presentations based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.

Behavioural Traits Scales

Energy Level

Salespeople who respond well to demands on their time and generally work at a brisk pace.

Assertiveness

Salespeople who will use a direct approach to selling but will also appreciate the more subtle aspects of sales negotiation.

Sociability

Salespeople who are social and motivated by the opportunity to present their ideas and products to new prospects.

Manageability

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

Attitude

Salespeople who demonstrate a positive attitude about the outcome of a sale but will not let themselves be easily misled in the process.

Decisiveness

Salespeople who are capable of making timely responses but are quite comfortable using a methodical approach to make decisions with prospects and clients.

Accommodating

Salespeople who can appropriately accommodate the needs of customers and prospects and also appreciate the occasional need to take a personal position with the client.

Independence

Salespeople who demonstrate some level of independence but function best when provided supervision and structure by their sales manager.

Objective Judgement

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

Interests Scales

Financial/

Administrative

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

People Service

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

Enterprising

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