



SALES SKILLS TEST (SALESSKILLS-AT 08)

EVALUATION REPORT

Candidate:

Smith, John

Evaluation date:

2008/05/20

COMPMETRICA INC.

WWW.COMPMETRICA.COM

The present report is confidential. All measures must therefore be taken to preserve the confidentiality of the data presented. Only authorized persons should have access to the content of the report.

Explanation for the Sales Skills Test

The Sales Skills Ability Test (SALESSKILLS-AT 08) assesses a candidate's ability to react adequately to situations in a sales context. This test is primarily intended for salespeople, representatives, consultants, or any other position in which the sales aspect is very important. Each question contains two (2) statements which assesses the competencies associated to the completion of a sales process.

For the purpose of this exercise, the candidate will respond to 100 situational questions related to the abilities required to perform in a sales context. The candidate must analyze each question and choose the best answer for this type of situation.

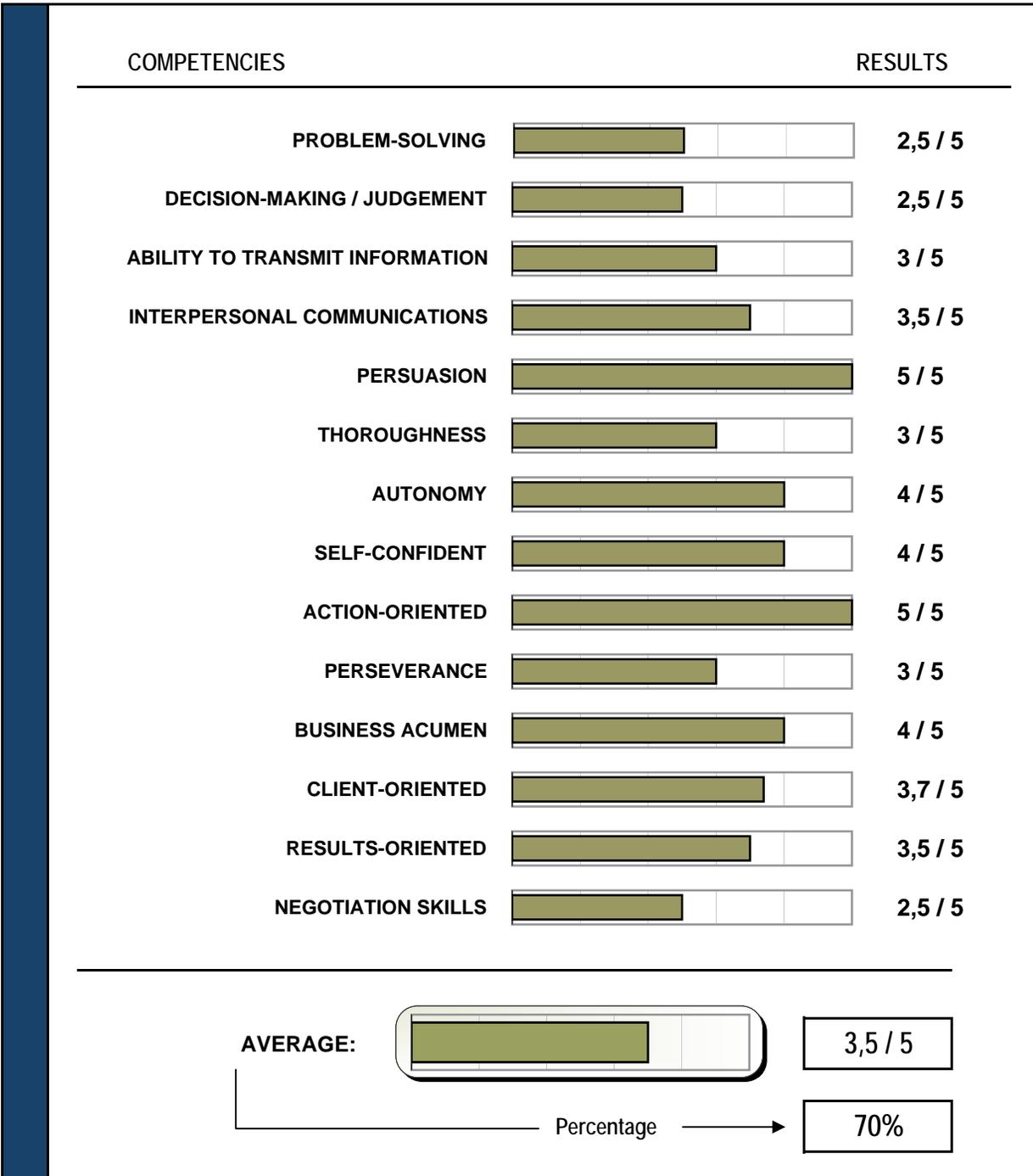
Rating Scale

For this report, the results are presented using the following rating scale:

EXCELLENT 5	The candidate demonstrates an excellent understanding of the competencies required to perform in a sales context. The candidate surpasses expectations.
VERY GOOD 4	The candidate demonstrates a very good understanding of the competencies required to perform in a sales context. The candidate demonstrates an above average level of performance.
GOOD 3	The candidate demonstrates a good understanding of the competencies required to perform in a sales context. However, the candidate presents gaps concerning certain criteria that are assessed.
WEAK 2	The candidate demonstrates a weak understanding of the competencies required to perform in a sales context. In fact, the candidate presents important gaps concerning certain criteria that are assessed.
VERY WEAK 1	The candidate demonstrates a very weak understanding of the competencies required to perform in a sales context. In fact, the candidate presents several important gaps concerning criteria that are assessed or his/her answers are inappropriate.

Global Results

The table below presents the results obtained in accordance to the selected competencies. Note that the detailed results for each competency are presented in the following pages.

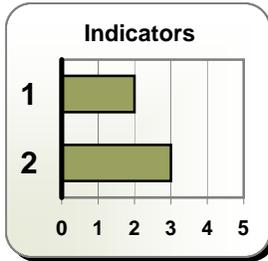


Detailed Results per Competency

Problem-solving

2,5 / 5

DEFINITION: Identifies problems, possible solutions, as well as the best strategies to solve them.



1 Knows how to objectively analyze a situation

Assesses the extent to which the candidate attempts to gather the pertinent information required to make links and have an overview of the situation and the possible causes of the problem.

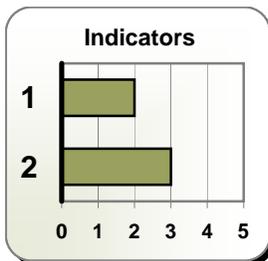
2 Brings effective solutions to problems

Assesses the extent to which the candidate implements concrete actions or makes appropriate recommendations which takes into account the nature of the problem as well as its seriousness.

Decision-making / Judgement

2,5 / 5

DEFINITION: Ability to make relevant decisions based on sound judgement.



1 Analyzes situations

Assesses the extent to which the candidate analyzes the stated issues by questioning the implicated parties and by verifying the information provided.

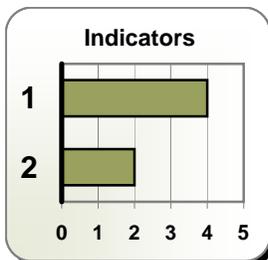
2 Makes quality decisions

Assesses the extent to which the candidate proposes appropriate solutions in order to solve the stated issues and to what extent he/she has the ability to position himself/herself when facing a situation.

Ability to transmit information

3 / 5

DEFINITION: Can transmit information by using appropriate methods and approaches that make an impression on his audience.



1 Provides the necessary explanations to the client to help him/her understand the situation

Assesses the extent to which the candidate attempts to inform the client on the procedures to follow and provides the pertinent information to his/her team clients on the progression of the activities.

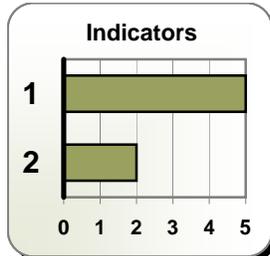
2 Provides the necessary information to the client to help him/her make the right decisions

Assesses the extent to which the candidate attempts to transmit the adequate and complete information the client's situation. Also Assesses the extent to which the candidate provide information support to the client.

Interpersonal communications

3,5 / 5

DEFINITION: Shows consideration, understanding and respect for the people he/she deals with in his/her work environment.



1 Establishes a constructive relation with the client

Assesses the extent to which the candidate listens and demonstrates comprehension towards the client.

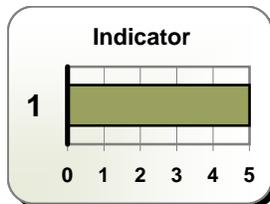
2 Maintains good relations with the client

Assesses the extent to which the candidate attempts to adopt a personal approach with the client. Also assesses the extent to which he/she makes sure to value the client.

Persuasion

5 / 5

DEFINITION: Ability to persuade others to accomplish something or to adopt a way of thinking or of doing things.



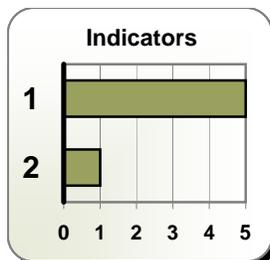
1 Knows how to persuade people regarding the way to act and think

Assesses the extent to which the candidate searches through different means to convince others to adhere to his/her suggestions.

Thoroughness

3 / 5

DEFINITION: Conforms to prescribed work approaches and methods to guarantee a level of superior quality.



1 Is attentive to details

Assesses the extent to which the candidate is attentive to details when he/she is working.

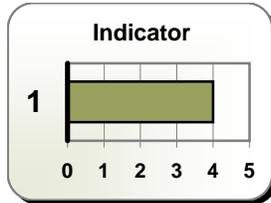
2 Makes sure that the work is exact and complete

Assesses the extent to which the candidate makes sure to produce exact and complete work.

Autonomy

4 / 5

DEFINITION: Can work alone, with minimum supervision, and appropriately use all the leeway given to him/her.



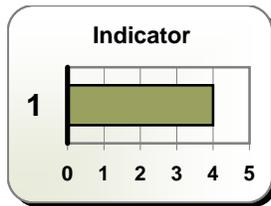
1 Acts in an independent fashion while assuming responsibilities

Assesses the extent to which the candidate is able to make decisions on his/her own and assume responsibility for different situations.

Self-confident

4 / 5

DEFINITION: Has self-assurance and self-confidence and believes in his/her ability to take on responsibilities, to face difficulties, to meet challenges and to defend a position.



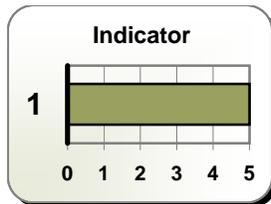
1 Believes in his/her abilities

Assesses the extent to which the candidate is able to face different situations and assume new responsibilities with confidence.

Action-oriented

5 / 5

DEFINITION: Can make decisions and act quickly despite constraints that he must face.



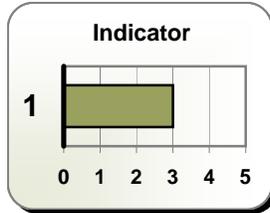
1 Is action oriented

Assesses the extent to which the candidate takes advantage of possible business opportunities by proposing complementary products and service, and by acting rapidly to resolve the client's problems. Also assesses the extent to which the candidate is readily available for the clientele in order to assist them or to provide them with additional information.

Perseverance

3 / 5

DEFINITION: Works consistently, despite difficulties, obstacles, or deadlines, in order to meet objectives.



1 Persists regardless of the difficulties encountered

Assesses the extent to which the candidate persists, invests the required time, and puts the efforts to complete his/her mandates.

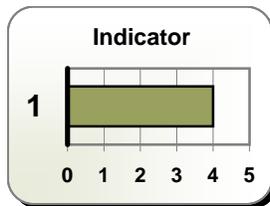
2 Gains confidence from the other party

Assesses the extent to which the candidate demonstrates his/her credibility towards others and establishes a relation based on confidence when negotiating with them.

Business acumen

4 / 5

DEFINITION: Understands how his/her business line works and reacts appropriately to seize business opportunities.



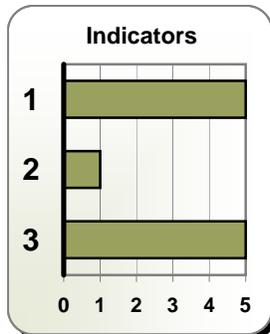
1 Knows how to create business opportunities

Assesses the extent to which the candidate attempts to maximize business opportunities with clients in order improve the profitability of his/her activities as well as the organization's ones.

Client-oriented

3,7 / 5

DEFINITION: Aims to establish a long-term relationship with clients, to provide quality services that meet their needs and to maintain a high level of satisfaction.



1 Knows how to create good contact with the client

Assesses the extent to which the candidate implements conditions which facilitate establishing good contact with the client.

2 Is oriented on quality services

Assesses the extent to which the candidate attempts to understand the needs of the client and offer quality client services.

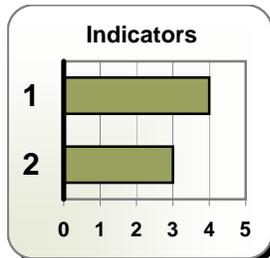
3 Responds to the clients' expectations and meets their requirements

Assesses the extent to which the candidate determines an approach in order to assist the client make better decisions and therefore meet his/her expectations.

Results-oriented

3,5 / 5

DEFINITION: Puts in lots of efforts to reach set goals and considers the achievement of results as a main concern.



1 Constantly seeks to reach objectives

Assesses the extent to which the candidate attempts to reach the set objectives and to put the efforts required in order to achieve this.

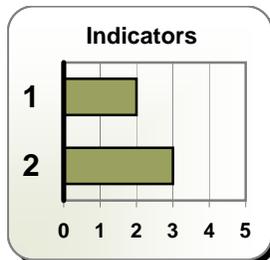
2 Persists regardless of the difficulties encountered in order to reach objectives

Assesses the extent to which the candidate persists, invests the required time, and puts the efforts to reach the expected results, regardless of the difficulties encountered.

Negotiation skills

2,5 / 5

DEFINITION: Excellent knowledge of negotiation approaches and techniques used to reach agreements that are beneficial to all parties involved.



1 Negotiates and convinces others on his/her ideas

Assesses the extent to which the candidate uses pertinent arguments when negotiating and to what extent he/she has the ability to face objections from others in order to convince them.

2 Gains confidence from the other party

Assesses the extent to which the candidate demonstrates his/her credibility towards others and establishes a relation based on confidence when negotiating with them.