

CANDIDATE ASSESSMENT

XYZ Ltd
Arthur Spass

09 May 2017

Poppleton Allen Sales Aptitude Test (PASAT)

NB: This is a CONFIDENTIAL report, containing personal information to be used under the guidance of a trained professional. It should be shown only to decision makers on a 'NEED-TO-KNOW' basis. If you are not authorised to read this report, please return it immediately to a qualified person. Your trained professional contact person is Steve Evans at People Central Ltd, who can be contacted on 06 833 6465

PASAT PROFILE

ARTHUR SPASS

INTRODUCTION

This report is based only on the PASAT questionnaire results. Further feedback is available to both the client and candidate by phoning Steve Evans at People Central on 0508 736 753.

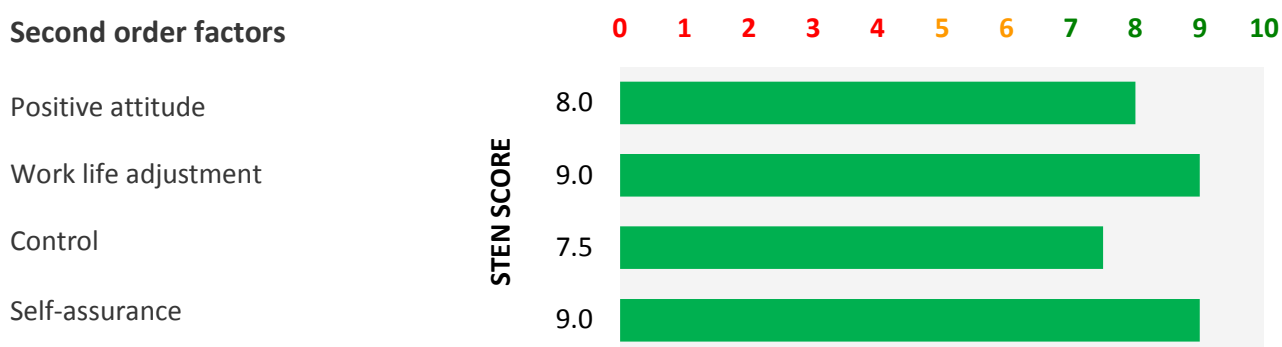
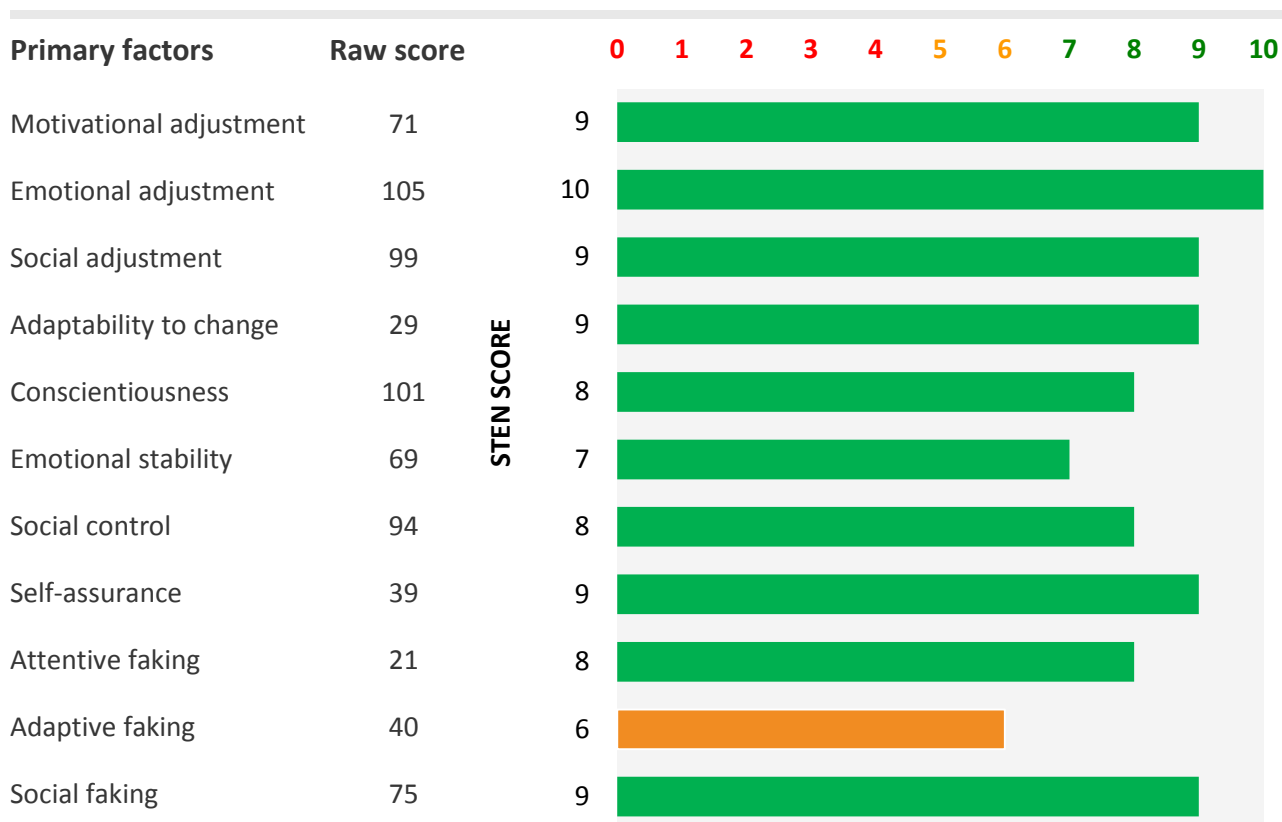
PASAT is a personality questionnaire designed specifically to measure strengths associated with success in sales orientated roles and is the result of rigorous research into what makes sales people effective in a variety of settings. Although each of us is unique, a sales environment requires particular combinations of personality, skills and behaviours. PASAT differentiates between those elements of behaviour and personality that are likely to be the most effective in a sales environment, and those which are generally less effective.

It is important to note that the PASAT report should not be considered in isolation and should be read in conjunction with other information about the candidate gained from CV's, interview, ability test scores, assessment exercises and references.

Data collected is analysed and presented in an occupational setting under the following headings:

- Overall sales orientation and positive attitude
- Higher order factors:
 - Motivation
 - Building effective relationships
 - Change management
 - Conscientiousness
 - Self-assurance
- Impression management
- Conclusion and recommendations
- Interview Questions

PASAT Profile Chart – Arthur Spass



Key:

- 1-4: Low
- 5-6: Average
- 7-10: High

OVERALL SALES ORIENTATION AND POSITIVE ATTITUDE

SCORE:

8

A combination of the first 8 factors on the attached profile is produced to give a reliable indicator of Arthur's likelihood to succeed in a sales orientated environment.

His overall high score suggests that Arthur is likely to perform much better than most sales people in a sales environment.

Strengths are evident in Arthur's PASAT profile in his willingness to set challenging targets and strive to meet those challenges, abilities to cope with setbacks, establish and maintain effective relationships, adapt to change, be conscientious in his dealings with others, his strong degree of emotional stability and self assurance, his willingness and ability to influence others and control situations and present an attractive social image.

No potential areas of concern were identified from Arthur's PASAT profile, beyond his willingness to perhaps get the sale at whatever the cost.

Whilst this overview is helpful, much closer attention needs to be paid to the detail in the following pages to gain a fuller picture of Arthur's strengths and development areas in a sales environment.

HIGHER ORDER FACTORS (WORK LIFE ADJUSTMENT)

SCORE:

9

From the information self reported by Arthur, an extremely high adjustment score, far above the average for sales orientated people, was recorded.

Looking more closely at the factors making up this score, this is likely to manifest itself in an individual who is far more goal directed than most sales people. Arthur is likely to set himself challenging targets and then effectively strive to meet those targets, be enthusiastic, optimistic, organised and achievement orientated. He is likely to be seen to get on with things quickly, prioritise, enjoy his work, check his progress frequently, have long term goals, not need immediate gratification and see success as due to his own efforts.

An ability to cope effectively with difficulties and setbacks without becoming demoralised, and maintaining a significant degree of resilience is evident to an extremely high degree when compared to most sales people. This is likely to manifest itself in being open to criticism, thick-skinned, and having the integrity to deliver on promises to a far greater degree than most. Arthur is unlikely to become demoralised by setbacks, welcome strangers, quickly overcome negative emotions, accept responsibility for making difficult decisions, only go along with others if they agree with them, persist in the face of difficulties, confront difficult situations, enjoy having his performance measured, only make promises that he can keep and learn from mistakes and try to improve on his shortcomings.

Arthur's very high score in Social Adjustment suggests an advanced ability to get on well with others by establishing and maintaining highly effective relationships through a wide network of social and work contacts. He is likely to come across as being particularly warm, social, co-operative, polite and genuinely interested in others. Arthur is also likely to feel comfortable with others, including those with a tendency to be dependent on him. Arthur is likely to show considerable confidence in social settings, explain things clearly, understand others easily and find it easy to find a reply. He is also likely to have advanced listening skills and get others to talk with ease. Seeking agreement is likely to be particularly important to Arthur and he is likely to be able to spot when others are lying.

HIGHER ORDER FACTORS (WORK LIFE ADJUSTMENT)

SCORE:

9

Arthur also reported himself to be very change orientated and is likely to be adaptable, opportunistic, enthusiastic and enjoy change. He is likely to actively seek and fit in well with new ways and methods, seize on unplanned opportunities, enjoy change and new opportunities, get excited about new ways of doing things and generally embrace change to a far greater extent than most sales people.

To an very high degree when compared to most sales people, Arthur is concerned with purposeful planning, being organised, ethical, prepared, self disciplined, focused and generally conscientious in his work. It follows that being tenacious and persevering are also likely traits, as will keeping abreast of what he needs to know, admitting when he doesn't know something, carrying out the plans that he has made, showing meticulous attention to detail, being purposeful in conversation and generally giving his best and taking pride in his performance.

CONTROL

SCORE:

7.5

Arthur recorded a slightly higher degree of emotional stability and is likely to have significant control of his own emotions. The positive traits described above in being warm, stable, polite, calm, self-assured and having integrity will be strongly reinforced by this. Arthur is also likely to be consistent in his dealings with others, cope well with rejection, not exhibit jealousy, relate well to a wide variety people, not let home life affect his work, remain calm under pressure and tend to look at what is positive in situations.

Arthur also reports a high score in Social Control, which is concerned with the desire and ability to influence and control others. He is likely to be able to manoeuvre others to reveal things they do not want revealed, surprise and influence others, bend or stretch rules to get his own way, look for people's reactions to his behaviour and change the tone of conversations to influence others and maintain control to a greater extent than most sales people. Others are likely to describe Arthur as pragmatic, manipulative, competitive, assertive, dominant, interesting and influential.

SELF-ASSURANCE

SCORE:

9

Arthur recorded a very high score in Self Assurance, which is essentially concerned with showing confidence in a broad range of situations. He is likely to relate well to other people, show considerable confidence in both group settings and his own abilities, relish challenging situations, take responsibility for advice and decisions affecting others and encourage others to help themselves.

IMPRESSION MANAGEMENT

Attentive faking

Arthur recorded a high score, which suggests that he is likely to pay notable attention to the behaviour of other people as a cue for how to behave himself. He is likely to be attentive, sensitive to the needs of others, dominant, manipulative and have a strong need for recognition. He is likely to have a strong urge to get his own way, be good at breaking bad news and letting people down gently, keep up to date with who is who and who is doing what.

Adaptive faking

Arthur reports an average adaptive faking score and is likely to adapt his own behaviour to match or compliment the behaviour of others to an extent typical of most.

Social faking

Arthur reported a very high social faking score, which suggests that others will see him as emotionally controlled, conscientious, lively and polite. It follows that he is unlikely to over react to events, finds time to do what is important, persevere when things go wrong, and not guess when he doesn't know something.

CONCLUSION

An overall PASAT sten score of 8.0 places Arthur far above 'average' in the behaviours associated with success among sales orientated people.

On the strength of PASAT results alone, Arthur would be automatically recommended for appointment into a sales role, with no traits scoring below 5 to be addressed at interview and a predominance of high and very high scores in traits strongly associated with success in a sales environment.

SUGGESTED INTERVIEW QUESTIONS

In making selection decisions, any PASAT traits scoring below '5' should be addressed with appropriate interview questions. The interviewer should be familiar with Competency Based Interviewing Techniques and seek specific examples of:

- Where the candidate has encountered the situation
- What options were available to the candidate
- How the candidate reacted and the actions they took
- Any tangible outcomes from their actions

High Attentive Faking and Social Control Scores – 8

- Where do you draw the line in getting a sale at whatever the cost?
- Give an example of when you used this principle
- How do you retain your motivation in long sales cycles with fewer opportunities for recognition?
- Find an example of when you achieved this

Remember – no candidate is going to find perfect answers to every question and you can build any

SUGGESTED INTERVIEW QUESTIONS

shortcomings into a candidate's personal development plan once appointed.