

CANDIDATE ASSESSMENT

XYZ Ltd
Helen s'Ville

10 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

HELEN S'VILLE

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.

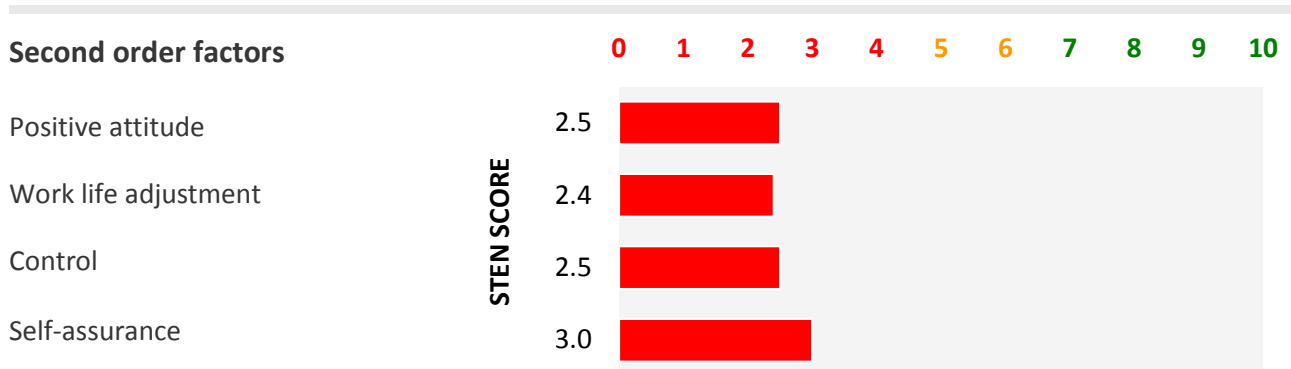
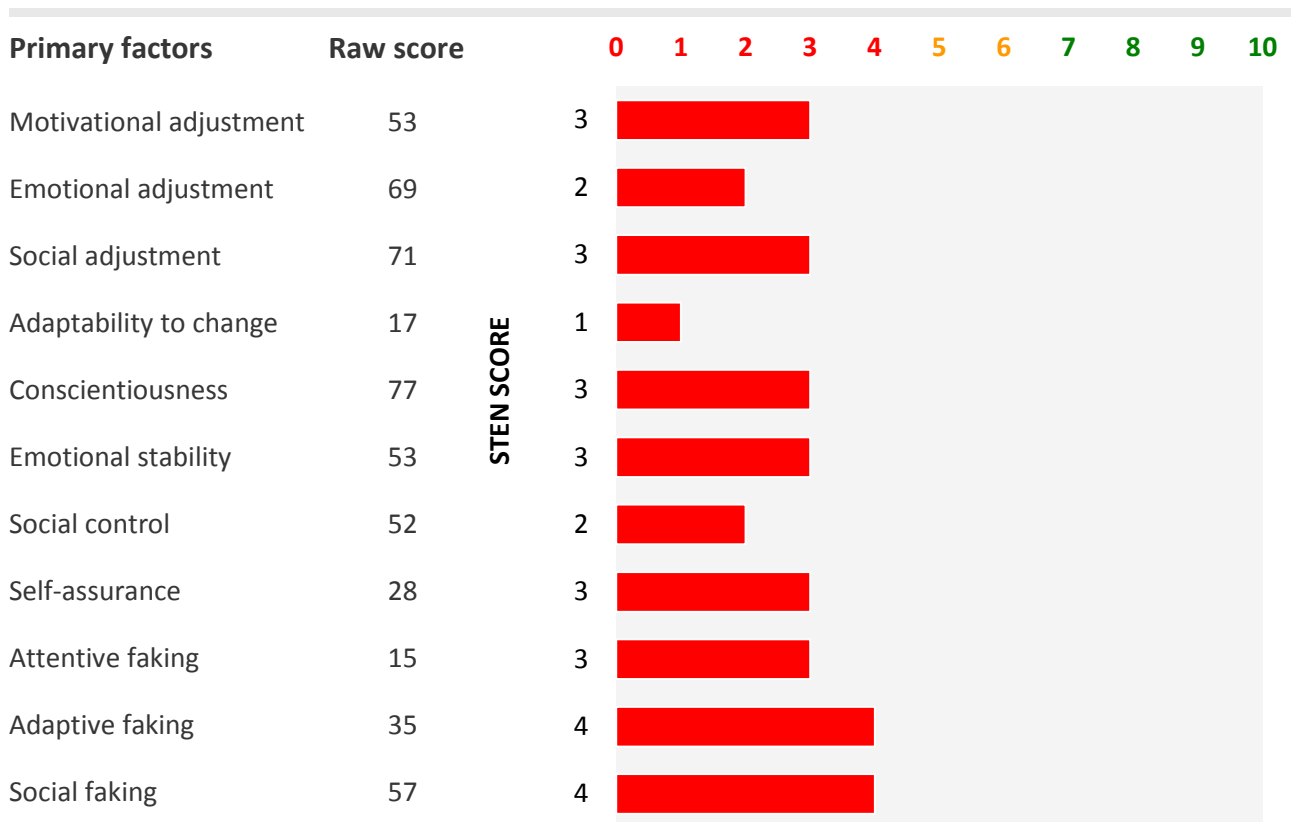
PASAT is a personality questionnaire designed specifically to measure strengths associated with success in sales orientated roles and is the result of rigorous research into what makes sales people effective in a variety of settings. Although each of us is unique, a sales environment requires particular 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

PASAT Profile Chart – Helen s’Ville



Key:

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

OVERALL SALES ORIENTATION AND POSITIVE ATTITUDE

SCORE:

2.5

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

Her overall score suggests that Helen is likely to perform considerably less well than most sales people in a sales environment.

Potential areas of concern were identified from Helen's PASAT profile, relating to her adaptability to change, how she may cope with difficulties and setbacks, the importance she places on establishing and maintaining relationships, her motivation to set then strive to achieve challenging targets, her desire and ability to influence others, her degree of self assurance, conscientiousness and the amount of importance she places on presenting an attractive social image.

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 Helen's strengths and development areas in a sales environment.

HIGHER ORDER FACTORS (WORK LIFE ADJUSTMENT)

SCORE:

2.4

From the information self reported by Helen, an adjustment score slightly below 'average' for sales orientated people was recorded.

Looking more closely at the factors making up this score, this is likely to manifest itself in a candidate who is much less likely to be concerned with sales achievements, setting challenging goals and enjoying challenges than most sales people. Helen may be seen to be pessimistic, seeing tasks as too difficult, only checking her progress infrequently, not setting herself specific targets or placing importance on sales targets set for her by her employer.

Helen is much less likely than most sales people to cope with difficulties and setbacks and may become demoralised and have a lesser degree of resilience. This may also manifest itself in being less open to criticism and avoiding difficult situations.

Helen also reported a low level of Social Adjustment than most sales people, which may see her placing less importance on establishing and maintaining effective relationships than most sales people. Whilst she might get on well with others, she may not come across as demonstrating confidence in challenging sales settings.

Helen also reported an extremely low degree of Adaptability to Change than most. She is likely to resist new ways and methods and miss unplanned opportunities. This may also manifest itself in being inflexible and disliking frequent change or new environments.

Helen reported a lower degree of Conscientiousness in her work, and may pay less attention to planning and carrying out tasks conscientiously than most sales people.

CONTROL

SCORE:

2.5

Helen reports a lower level of Emotional Stability than most sales people. This may contribute to her avoiding difficult situations, becoming demoralised by setbacks, avoiding responsibility for difficult decisions and not liking to have her sales performance measured.

Helen also reports a low score in Social Control, which is concerned with the desire and ability to influence and control others. She is likely to be seen by others as natural, easy-going and talkative. She may behave spontaneously to new situations, be prepared to compromise and go along with others and lack influence in sales situations.

SELF-ASSURANCE

SCORE:

3

Helen reported a lower degree of self assurance than most sales people, which may result in her lacking confidence in challenging sales settings and avoid taking responsibility for giving advice or making decisions that affect others. She may struggle if suddenly put on the spot by challenging clients or asked to deliver something she is unprepared for.

IMPRESSION MANAGEMENT

Attentive faking

Helen recorded a lower score, suggesting she is likely to pay less attention to the behaviour of other people as a cue for how to behave herself when compared to most sales people. She may miss out on subtle buying signals and opportunities to adapt her behaviour to compliment the behaviour of others

Adaptive faking

Helen also reports a slightly lower score in adaptive faking score and is less likely to adapt her own behaviour to match or compliment the behaviour of others compared to most sales people. She may be seen to have a 'one size fits all' approach to sales and miss opportunities to make sales to people with a very different outlook on life to her own

Social faking

Helen reports a slightly lower score in social faking score, suggesting she is less likely to put in slightly less effort than most sales people into presenting an attractive social image to others.

CONCLUSION

An overall PASAT sten score of 2.5 places Helen substantially below 'average' in the behaviours associated with success among sales orientated people.

On the strength of PASAT results alone, Helen would not be recommended for appointment into a sales role, with a predominance of low scores in traits associated with success in a sales environment