

CANDIDATE ASSESSMENT & DEVELOPMENT REPORT

People Central
Tara Dale

12 March 22

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

TARA DALE

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.

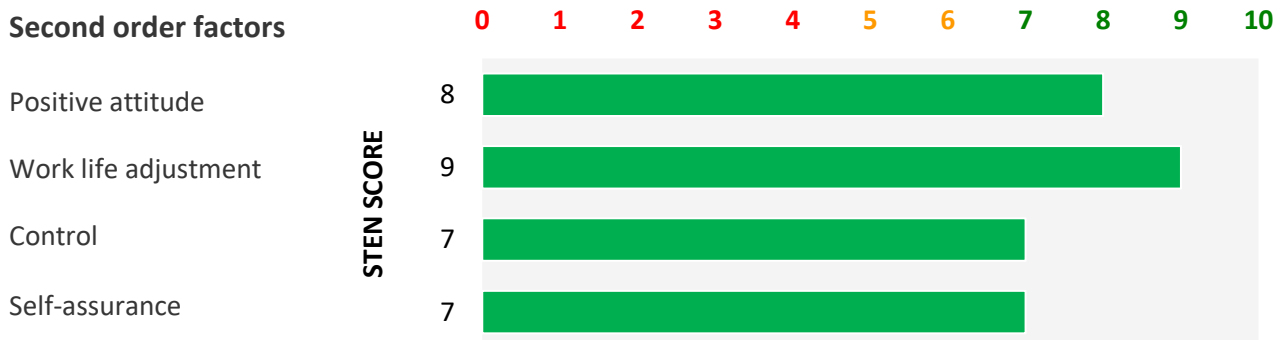
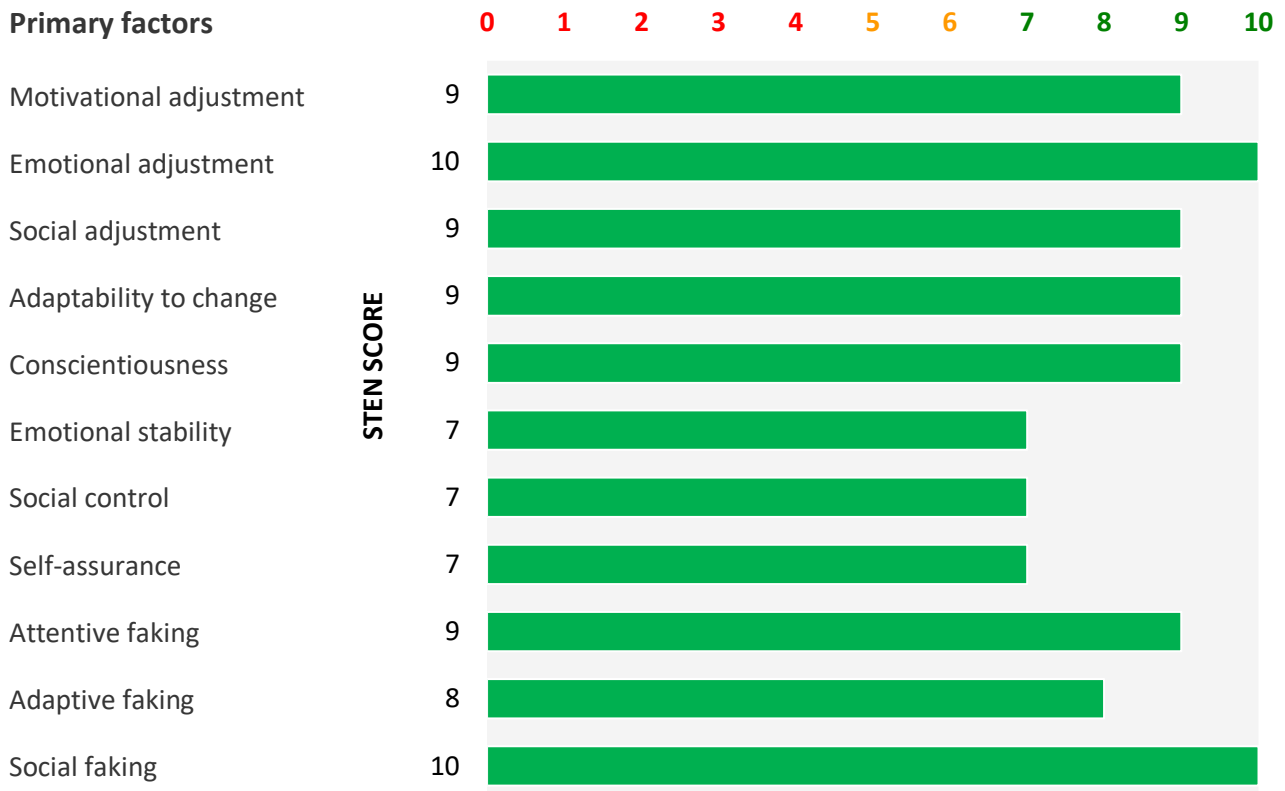
PASAT is a personality questionnaire designed specifically to measure strengths associated with success in sales orientated roles and is the result of rigorous research into what makes sales people effective in a variety of settings. Although each of us is unique, a sales environment requires particular 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
- Report Considerations
- Options to Assist Professional Development
- Development Planning
- Setting Objectives
- Action Plan

PASAT Profile Chart – Tara Dale



Key:

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

OVERALL SALES ORIENTATION AND POSITIVE ATTITUDE

SCORE:

8

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

Tara's overall score suggests that she is likely to perform far better than most sales people in a sales environment.

Strengths were identified from Tara's PASAT profile relating to all traits in the sales profile. No potential areas of concern were identified from Tara's PASAT profile.

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

HIGHER ORDER FACTORS (WORK LIFE ADJUSTMENT)

SCORE:

9

From the information self-reported by Tara, an adjustment score well above 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. Tara is likely to set very challenging targets and then effectively strive to meet or exceed those targets, be particularly enthusiastic, optimistic, organised and achievement orientated. Tara is also likely to be seen to get on with things quickly, prioritise, enjoy work, check progress frequently, have long term goals, not need immediate gratification and see success as due to their own efforts.

Tara reports an exceptional ability to cope effectively with difficulties and setbacks without becoming demoralised, and maintaining a degree of resilience far higher than most sales people. This is likely to manifest itself in Tara being comfortably open to criticism, thick-skinned, and having the integrity to deliver on promises to a far greater degree than most. Tara is most unlikely to become demoralised by setbacks, welcome strangers, quickly overcome negative emotions, readily 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 performance measured, only make promises that can be kept, learn from mistakes and work hard to improve on shortcomings

Tara'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. Tara is likely to come across as being particularly warm, social, co-operative, polite and genuinely interested in others. Tara is also likely to feel comfortable with others, including those with a tendency to be dependent on them. Tara is likely to show considerable confidence in social settings, explain things clearly, understand others easily and find it easy to find a reply. Tara is also likely to have advanced listening skills and get others to talk with ease. Seeking agreement is likely to be particularly important to Tara and they are likely to be able to spot when others are lying.

Tara is likely to be very change orientated and adaptable, opportunistic, enthusiastic and enjoy change. Tara 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 a far greater degree than most sales people, Tara is concerned with planning, being organised, ethical, focused and generally very conscientious. It follows that being tenacious and persevering are also likely

HIGHER ORDER FACTORS (WORK LIFE ADJUSTMENT)	SCORE:	9
<p>traits, as well as keeping abreast of what needs to be known, admit when there is an unknown, show careful attention to detail, take pride in performance and generally giving their best.</p>		
CONTROL	SCORE:	7
<p>Tara recorded a slightly higher degree of emotional stability and is likely to be in control emotionally. Tara is also likely to be consistent when dealing with others, cope with rejection, not exhibit jealousy, relate well to a wide variety people, not let home life affect work life, remain calm under pressure and tend to look at what is positive in situations.</p> <p>Tara also reports a slightly higher score than most sales people in Social Control, which is concerned with the desire and ability to influence and control others. Tara is likely to be able to manoeuvre others to reveal information, surprise and influence others, bend or stretch rules to get their own way, look for people’s reactions to behaviour and maintain control of situations to a slightly greater extent than most sales people.</p>		
SELF-ASSURANCE	SCORE:	7
<p>Tara recorded a slightly higher score in Self Assurance, which is essentially concerned with showing confidence in a broad range of situations. Tara is likely to relate well to other people, show confidence in both group settings and their own abilities, welcome challenging situations, take responsibility for advice and decisions affecting others.</p>		
IMPRESSION MANAGEMENT		
<p>Attentive faking</p> <p>Tara recorded a very high score, which suggests that Tara will pay considerable attention to the behaviour of other people as a cue for how to behave. Tara is likely to be attentive, pick up on subtle buying signals, be particularly sensitive to the needs of others, manipulative and have a strong need for recognition. Tara is also likely to have a strong urge to get their 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.</p> <p>Adaptive faking</p> <p>Tara also reports a high adaptive faking score and is likely to adapt their behaviour to suit different situations and different people to a much greater extent than most sales people. Tara is likely to put on a false front or image when it’s appropriate, change communication styles, keep abreast with what is new and changing and be sensitive to the social needs of others and be prepared to compromise with others in order to achieve objectives.</p> <p>Social faking</p> <p>Tara reported an extremely high social faking score, which suggests that others will see Tara as particularly emotionally controlled, conscientious, lively and polite. It follows that Tara is most unlikely to over react to events, always find time to do what is important, persevere when things go wrong, and not guess when they something is unknown.</p>		

CONCLUSION

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

On the strength of PASAT results alone, Tara would be automatically recommended for appointment into a sales role given the predominance of high scores across the board and no traits scoring below 5.

REPORT CONSIDERATIONS

Confidentiality

This document is confidential and contains sensitive information on your candidate or staff. It is entrusted to you on the understanding that it will be kept secure.

Feedback of Results

It is People Central Ltd's policy to offer each person feedback on their assessment results. Should you have any questions relating to this report, please us on 0508 736 753 to discuss further.

Use of Results

This report was requested for recruitment and/or developmental reasons in a sales or customer relationship role and has a recruitment and development focus purely on sales and customer relationship roles. Should you wish to use this information for a different purpose please contact People Central for guidance. It should also be appreciated that the results and information contained in this report are only valid for up to 2 years from the assessment date.

Seek Confirming Information

Sales assessments provide valuable additional information often not available through other processes. We strongly recommend you use the information provided in this report to support not replace other sources of developmental information that are available to you. Where possible, this information should be verified through one-to-one discussion and feedback.

OPTIONS TO ASSIST PROFESSIONAL DEVELOPMENT

We've listed some external resources & training courses that may aid your professional development. Consider whether any of the following suggestions may facilitate your ability to reach your development objectives.

Training courses you may find beneficial:

Videos to watch:

[How to Build a Healthier Mind, by Dr Tom Mulholland \(14 minutes\)](#)

[How to Influence People and Get what you Want by Tony Robbins \(57 minutes\)](#)

[The Happy Secret to Better Work by Shawn Achor \(12 minutes\)](#)

[The Secret Structure of Great Talks by Nancy Duarte \(18 minutes\)](#)

OPTIONS TO ASSIST PROFESSIONAL DEVELOPMENT

Blogs/Books to read:

[The Ultimate Guide to Objection Handling: 40 Common Sales Objections & How to Respond](#)

[How to Win Friends and Influence People](#) by Dale Carnegie

[The Little Red Book of Selling](#) by Jeffrey Gitomer

[Difficult Conversations](#) by Douglas Stone and Bruce Patton

[The 7 Habits of Highly Effective People](#) by Stephen Covey

[The Psychology of Selling](#) by Brian Tracy

[Six Thinking Hats](#) by Edward De Bono

[Who Moved My Cheese](#) by Spencer Johnson

DEVELOPMENT PLANNING

What are the highs and lows in this report?

What results reflect issues that are under personal control?

Which results are the most significant for the current role?

Which results are the most significant for career development?

What development is going to be the easiest for me to tackle first?

What actions can I take in the future to address any developmental need?

What actions can I take in the future to maximise my strengths?

Who else needs to be involved in making this change and in what capacity?

How will I know that I have been successful?

SETTING OBJECTIVES

The success of your development rests heavily on your willingness to translate the information provided in this report into actions and goals for moving forward. To achieve this end, you may find the following outline useful:

Identify your objectives

An objective is an agreed target that must be reached. It is clearly stated and specific so that you know when you have achieved it.

Make your objectives specific and time bound

Your objective must specify WHAT you will change, HOW MUCH, and BY WHEN this change will take place.

Link your objectives to appropriate, measurable results

Specifying 'how well' you will do something can be difficult, yet it is important as it describes the standard to which you aim to make any change and the extent to which your objectives have been achieved.

Identify any external resource requirements

Your action plan must specify what resource requirements, reference material and support (both internal and external) that you might need in order to reach your objectives. These will need to be agreed in advance with your Manager.

ACTION PLAN

Objectives	Resources	Target Date	Measurable Results
What is my target behaviour? What do I want to accomplish?	How will I achieve the objective and what resources do I need?	When will I achieve this objective?	How will I know when I have achieved the objective?