



**SAMPLE ASSESSMENT REPORT
BASED ON SC-I QUESTIONNAIRE**



NAME: JPG

DATE: 25 SEPTEMBER 2020

INTRODUCTION

The report is based on SALES CHARACTERISTICS INVENTORY (SC-I) questionnaire which is designed to explore the typical characteristics of a successful sales professional. It will provide you with information on the practices and behaviours that need to be sustained, strengthened or changed to enrich your sales efficiency.

The assessment report of JPG analyses the **INDIVIDUAL TRAITS** and **PERSONALITY CHARACTERISTICS** that is needed to excel in sales. It will also give you an overview of your current approach to your sales role and it will help you to recognise your strengths and weaknesses to enhance your sales competencies. It is a reflection of the responses provided by JPG when completing the assessment. This report can be used as an improvement aid to plan tactics and strategies to boost your performance.

The following report summarises JPG's greater or lesser potential against the generic traits required for a successful sales leader which emphasizes the value across different sales roles.

This report is based on and limited only to the responses that has been given to the questionnaire. Behaviours of any sales person can be understood and changed when proper training is given. Using this report the traits that should be improved can be identified. This sales assessment report can help you to achieve your goal of reaching increased sales effectiveness.

[illegible]

OVERALL FIT AND INDIVIDUAL TRAITS

OVERALL FIT

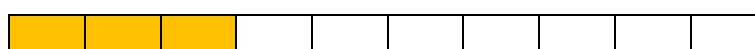


52%

JPG overall fit for the position is 52%. He scores very heavily in being **HIGHLY CONSCIENTIOUS, TEAM PLAYER, CURIOSITY** and average in **POSITIVE THINKING**. His big negatives are that he is very **SELF CONSCIOUS**.

INDIVIDUAL TRAITS

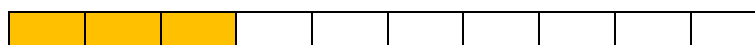
RESPONSIBLE



33%

GENERIC TRAIT	CANDIDATE'S TRAIT
	This trait defines the ability and desire of an individual to take full ownership and responsibility for the role and goals assigned to him or her. JPG score indicates that he may have hesitancy in taking complete responsibility . He will find ways to share this with his seniors. He may work very well with a Manager who nurtures the team

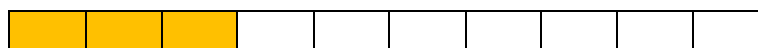
GOAL FOCUSED



33%

GENERIC TRAIT	CANDIDATE'S TRAIT
The Sales Leader is one who has a clear goal in mind and has planned how to get there. They have given a commitment and will achieve the target by any means possible. This allows them to pre-plan and ensure that they seek out possible blocks and have solutions to get past them. They always have a Plan B and a Plan C and continuously measure their performance in comparison to their goals.	This trait defines the ability of the candidate to remain focused on his or her goals . The score of JPG indicates that he lacks complete goal orientation and may be distracted into other tasks . But read in conjunction with his scores on Responsible and Highly Conscientious it seems to indicate that his overall goal orientation may not be compromised.

SOCIAL & INDEPENDENT



33%

GENERIC TRAIT	CANDIDATE'S TRAIT
Contrary to conventional stereotypes that successful salespeople are pushy and egotistical, 91% of top salespeople had medium to high scores of modesty and humility. This is for two reasons – to make the client feel that the sale was his wise decision! And show their colleagues and team that they value their support . Research also shows that customers feel alienated by salespeople who are full of bravado.	This trait measures the social skills of the candidate . The score of JPG indicates that while the candidate will make the right social moves, he is not by nature an extrovert . He will not hesitate to mingle socially but prefers to be independent. While he is very comfortable with approaching and opening conversations in meetings he may not be fully at ease in an open networking situation

EXPLORATIVE



66%

GENERIC TRAIT	CANDIDATE'S TRAIT
Sales Leaders want to learn more —about their customers, market, products, value propositions, triggering events, the buying process and the individuals they deal with. Because of this natural curiosity , they are more questions, particularly high-value questions, and are better prepared with solutions. 82% of top salespeople scored extremely high curiosity levels. Because they exhibit a high level of curiosity, they have an active presence during meetings which in turn drives them to ask more questions and learn more. The more they know the better solutions they can provide	This trait measures the curiosity levels of the candidate . JPG scores higher in this trait which means that he will be able to ask the right questions, probe for the hidden requirements, analyze them and map it well to own product. This trait also allows the candidate to be skilled in defining out of the box solutions for clients because of knowledge of own product

HELPING TYPE



100%

GENERIC TRAIT	CANDIDATE'S TRAIT
As opposed to establishing themselves as the focal point of the purchase decision, top salespeople position the team (presales technical engineers, consulting, and management), share knowledge that will help them win the account as the key.	This trait measures ability to share and team work . JPG scores highest in this trait and will be very supportive the company, his own team and colleagues . He can be a good teacher and will help junior members to find their feet and assist them as needed. It also indicates a collaborative nature which will allow him to work exceptionally well with partners, re-sellers, channel members and also client teams.

HIGHLY CONSCIENTIOUS



85%

GENERIC TRAIT	CANDIDATE'S TRAIT
Essentially, that means that don't leave anything to chance. They research, study and think about how they can help their customers make a good business decision. They keep things moving, will plan well , involving the right people at the right time and realize that the worst position to be in is to have lost account control and to be operating at the direction of the customer, or worse yet, a competitor. The Sales Leader takes charge of the sales cycle process in order to control their own destiny. These salespeople take their jobs very seriously and feel deeply responsible for the results .	This trait measures commitment to work . JPG has scored highly in this trait which shows that he will be highly committed to his job and employer . His qualities will include reporting on time and accurately, being open about issues faced, working without any supervision and being mindful of Company time and money.

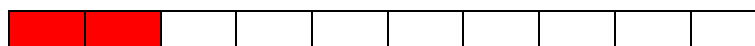
POSITIVE THINKING



50%

GENERIC TRAIT	CANDIDATE'S TRAIT
The Sales Leader is usually a positive figure. They plan, they work their plan and usually meet with success! But irrespective of the result, only a few feel discouraged – they learn from any failures and ensure that they put that aspect into their planning.	This trait measures positivity . JPG has scored at the mid level and this shows that he has the capability and mental strength to take disappointments in his stride . This is a critical trait in Sales and JPG while feeling any loss of opportunity or coming across stumbling blocks has the capacity to recover and carry on with the task in hand

UN-SELF CONSCIOUS



17%

GENERIC TRAIT	CANDIDATE'S TRAIT
This is a tricky one – not being self-conscious means that they do not get easily embarrassed which again allows them to ask more questions; they are curious without worrying whether they are being stupid! But it does not mean they are thick-skinned – they are sensitive but have put their egos behind.	This trait measures ability to persist . This can be a positive in situations where one has to keep probing despite resistance to find the right answers . However, it can also be a negative if one comes across as being insensitive to hints from clients.

The individual traits of the sample are illustrated using a percentage scale. The red colour in the scale indicates poor or below average (these traits must be developed in order to show progress), the orange colour in the scale indicates average (these traits has to be enhanced for performance betterment), the green colour in the scale indicates above average (these characteristics must be maintained and improved to achieve success.)

