

The Answer

Assessment For: John Smith

Report Type: Sales

Assessment Date: 2/11/2011

**For More Information
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----- Mental Aptitudes -----

Mental Acuity

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

John, you are high in Mental Acuity, indicating you are a very fast thinker with superior problem-solving and reasoning ability. With your ability to quickly comprehend matters, you are capable of making effective decisions quickly, based on your knowledge, intuition and strong reasoning skills. Job satisfaction will be obtained by working on highly complex projects which challenge your intellect.

Business Terms

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Your knowledge of business terminology is superior, reflecting the probability that you are interested in business matters and have gained experience either through your work or in business classes.

Memory Recall

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You have a superior knowledge of events happening in the world around you and should be strongly aware of competitive trends, as well as the economy's affect on business.

Vocabulary

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

John, your superior general English vocabulary skills should allow you to communicate effectively with others on all levels. Even the most complex data should be something you are capable of relaying to others.

Numerical Perception

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Your exemplary Numerical Perception score indicates that you can process data quickly and accurately.

Mechanical Interest

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are interested in machines and probably willing to devote extra time to learn any machinery or technology used at work. Please note that this aptitude measures interest, not mechanical ability.

----- Personality Structure -----

Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

John, you have a balanced energy and drive level. You can energetically tackle an assignment or project without becoming tense or losing your power of concentration.

Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are an ethical individual with a good sense of integrity, but are also creative, adaptable to change and able to handle multiple demands and assignments. You will stick to the "tried and true" on certain occasions, but also can generate new ways of doing things. You remain focused on your goals and committed to quality, but are innovative enough to look for new techniques which could advance the company you work for in the marketplace.

Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You may not always utilize the time or resources you have available to you, since you prefer to react to circumstances as they happen. Schedule changes and interruptions do not bother you, but at times you may appear to be unfocused on your goals. A high score in Mental Acuity may compensate for a low score in this dimension.

Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are a very interactive communicator who seldom tires of sharing ideas and information with others. You may not listen to, or take seriously, what other people are saying, however. You comfortably articulate thoughts to people, genuinely enjoy being around people and would be unhappy working alone.

Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

John, you have very high self-esteem and an extreme degree of self-confidence. You believe in yourself and are very self-reliant. You have the ability to handle a great deal of pressure and seldom lose your patience, but may be overly tolerant with yourself and others. This score should be checked against the distortion score, as individuals who distort often portray themselves as more patient than they actually are.

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are an assertive individual who does not hesitate to express your own opinions and stand up for your beliefs. You like control and responsibility, and will attempt to influence others and direct activities. Since you can forcefully express your opinions and viewpoints, you can appear overly aggressive, at times.

Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You have a strong competitive drive and desire to compete, and take pride in winning. Although you will participate in a team competitive effort, you particularly enjoy situations which allow you to compete on your own. You will be a strong competitor, always prepared to meet or exceed your goals and win.

Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You can empathize with others, but have enough mental toughness to deal with negative aspects of a job. You can work long hours meeting critical deadlines and other organizational objectives, without becoming unduly discouraged, and only occasionally will need reinforcement and support.

Questioning / Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are a cautious, analytical individual who does not take much at face value. You will probe and analyze situations in order to better understand them, making you an informed decision-maker. At times, however, collaborative efforts with others could suffer because of your cynicism.

Motivation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

John, you are motivated by challenge and recognition for your achievements, and will take personal action to accomplish more when the right rewards are offered. You will accept a risk when the potential for profit and recognition exists. You are willing to work long hours and put in extra effort, even if it means making sacrifices in order to achieve success.

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----- **Validity Scales** -----

Distortion

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You are a secure person who is not afraid to admit your weaknesses. You are also good at assessing your strengths. You tend to be open and frank.

Equivocation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

You have scored within our acceptable equivocation range.

This report is confidential and is an opinion based on test results and other available data. In the selection process it may count up to one third (1/3) of the decision process along with the interview, reference check, education and experience.

Score Sheet

Sales

Mental Aptitudes													
		1	2	3	4	5	6	7	8	9			
MENTAL ACUITY	Slow Learn	[.]							X			Fast Learn	
BUSINESS TERMS	Uninformed	[.]							X			Knowledgeable	
MEMORY RECALL	Unaware								[. X]			Aware	
VOCABULARY	Limited	[.]							X			Strong	
NUMERICAL PERCEPTION	Imprecise								[. . . X . . .]			Accurate	
MECHANICAL INTEREST	Indifferent	[.]			X							Interested	
Personality Dimensions													
		1	2	3	4	5	6	7	8	9			
ENERGY	Restless								[. X]			Calm	
FLEXIBILITY	Flexible								[. . . X . . .]			Rigid	
ORGANIZATION	Disorganized	X								[.]			Planful
COMMUNICATION	Reserved								[. X]			Interactive	
EMOTIONAL DEV	Impatient								[.]		X	Tolerant	
ASSERTIVENESS	Cooperative								[. . . X . . .]			Authoritative	
COMPETITIVENESS	Team Player								[X]			Individualist	
MENTAL TOUGHNESS	Sensitive	X										Tough	
QUESTIONING /PROBING	Trusting								[. . . X . . .]			Skeptical	
MOTIVATION	Security								[. X]			Recognition	
Validity Scales													
		1	2	3	4	5	6	7	8	9			
DISTORTION	Frank Answer	[. X]										Exaggerates	
EQUIVOCATION	Choose Alter.	[. X]										Choose Middle	

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

NOTE: Areas with dots and brackets ([.....]) are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual.

AREAS OF CONCERN - Scores of 1 OR 2 in any of the following dimensions:
Energy, Flexibility, Emotional Development OR Mental Toughness are areas of concern.

Leadership Traits Assessment

Introduction

This report section evaluates John's traits in five key areas of leadership:

- Planning
- Organizing
- Staffing
- Coaching
- Facilitating

Areas with good leadership traits are identified on the following pages as well as those where training or development would be beneficial.

John may or may not be one of the better people employed in a specific organization. If John is a top performer in your organization, when compared to top performing leaders across America and Canada, this report segment may still highlight areas where development could make the individual a still better leader. Therefore, this Leadership Traits assessment should be reviewed in light of "what could make a good leader even better," with understanding that within human beings, there is always room for improvement.

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Leadership Potential

Summary Report

for: John Smith

John has good leadership potential in the following area(s):

- Coaching
- Facilitating

John's Training & Development Needs are:

- **Planning** - learn how to better plan and organize required job functions, activities and requirements.
- **Organizing** - learn how to organize and make better use of time and assets required to successfully perform the job or job requirements.
- **Staffing** - learn how to make better staffing selections as well as how to train, motivate and lead others.

Sales Traits Assessments

Introduction

This report section evaluates John's traits in key areas of sales:

- Persistence and consistency
- Ability to meet and communicate effectively with people
- Ability to command respect
- Setting goals to win, excel and achieve
- Developing rapport
- Identifying need or desire
- Presenting product/service to fill prospect's needs
- Dealing with objections
- Closing the sale
- Learning speed & efficiency
- Changing, growing and learning new concepts and ideas

Areas with good sales traits are highlighted with traits identified in which training or development would be beneficial.

John may or may not be one of the better people employed in a specific organization. If John is a top performer in your organization, when compared to top performing salespeople across America and Canada, this report segment may still highlight areas where development could make the individual a still better salesperson. Therefore, this Sales Traits Assessment should be reviewed in light of "what could make a good salesperson even better," with understanding that within human beings, there is always room for improvement.

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Sales Potential

Summary Report

for: John Smith

John has good sales potential. Strengths Include:

- Learning speed and Efficiency
- Ability to meet and communicate effectively with people
- Ability to command respect
- Setting goals to win, excel and achieve
- Changing, growing and learning new concepts and ideas
- Developing Rapport
- Identifying need or desire
- Presenting Product/Service to fill prospect's needs
- Dealing with objections
- Closing the sale

Yet, further development in the following critical area(s) will be beneficial:

- Persistence and Consistency

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Online Courseware

Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, for those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development.

We trust that you will find these suggestions helpful.

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Online Courseware

Organization

When working with others, your organizational preferences level may be affecting how effectively you work them. You may benefit from the following development suggestions.

Self-paced e-Learning:

- [Effective Personal Productivity](#) - Lesson 1: The Nature of Productivity.
- [Effective Personal Productivity](#) - Lesson 2: Goals Achievement Through Time Management

To access recommended online courseware, visit www.lmiuniversity.com.

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Online Courseware

Emotional Development

When working with others, your ego level may impact your relationships and your success in achieving desired results with them. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management TM by Teleometrics International

Self-paced e-Learning:

- [Effective Personal Productivity](#) - Lesson 5: Empowering the Team
- [Effective Personal Productivity](#) - Lesson 6: Improving Production of the Team

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