

# TALENT FORENSICS® REPORT

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## EXAMINATION OF 12 SALES SUCCESS TRAITS

CANDIDATE:

**AMANDA SAMPLE**

PREDICTABILITY INDEX: **52.25**

Presented by:

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# TALENT FORENSICS® REPORT

## HOW TO USE THIS REPORT

This Talent Forensics Sales report is a descriptive, behavioral profile. The interviewee was asked questions from a structured, scripted interview based upon a research study of Outstanding Sales Representatives. The responses of the interviewee were compared to the validated response guide to determine the interviewee's consistency with the Proficiencies of Outstanding Sales Representatives.

This Talent Forensics Sales report is confidential and not to be copied or shared with others in any format, including verbal. Any questions about this report must be directed to VisionSpark at 5990 Venture Dr, Suite D, Dublin, OH 43017 or by calling 614.389.3375.

It is strongly recommended that the recipient of this report consult with VisionSpark to discuss the findings and how to effectively interpret, understand and apply the results.

The information contained in this report is designed to assist in making hiring and/or promotion decisions. In considering the information, the recipient is strongly advised not to make any hiring decisions solely on this report or any part of it. In comparing several candidates, the highest Predictability Index does not necessarily indicate the best choice for the given position. This report is designed to help the recipient discover the attitudes, values, and behaviors of the interviewee.

It is also strongly recommended that this report be used to prepare for additional interviews with the interviewee.

### SCORING KEY FOR SALES REPRESENTATIVES \*

- 75 - 100      Excellent candidate, performing strongly in all areas.
- 65 - 74.9     Strong candidate, performing well in most areas.
- 50 - 65.4.9   Solid candidate with some areas to further explore.
- 35- 49.9     Candidate k ]h `several `ufYUg`cZj i `bYfUV`]h]Yg. Training recommended.
- I bXYf`34.9` Possibly inexperienced or in wrong position. Little or no prior training. Further training is needed.

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\*Lower scores are to be expected for candidates in highly technical positions and industries (i.e. Engineering, Construction, etc.)

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## ANALYSIS

### TALENT FORENSICS SALES STUDY PREDICTABILITY

Based on Amanda's responses to the questions asked from the Talent Forensics Sales Study, she is consistent with the criteria for a sales position. As she scored a 52.25, she is a "solid candidate with some areas further to explore." In addition to the questions generated by the Achiever® Assessment, several interview questions have been included in this report to help ABC Company probe and learn more about Amanda in specific areas.

### AREAS OF EXPERTISE

#### **Opportunistic**

Amanda has great potential in any Sales or Business Development role. She strives to create long-lasting relationships and truly enjoys helping people. In order to achieve her high goals, Amanda creates plans and strategies.

#### **Competent**

Being a quick learner, Amanda wants to know as much as she can about the product and services she is selling. Amanda is a hands-on learner who wants to know the process and technical aspects of a product.

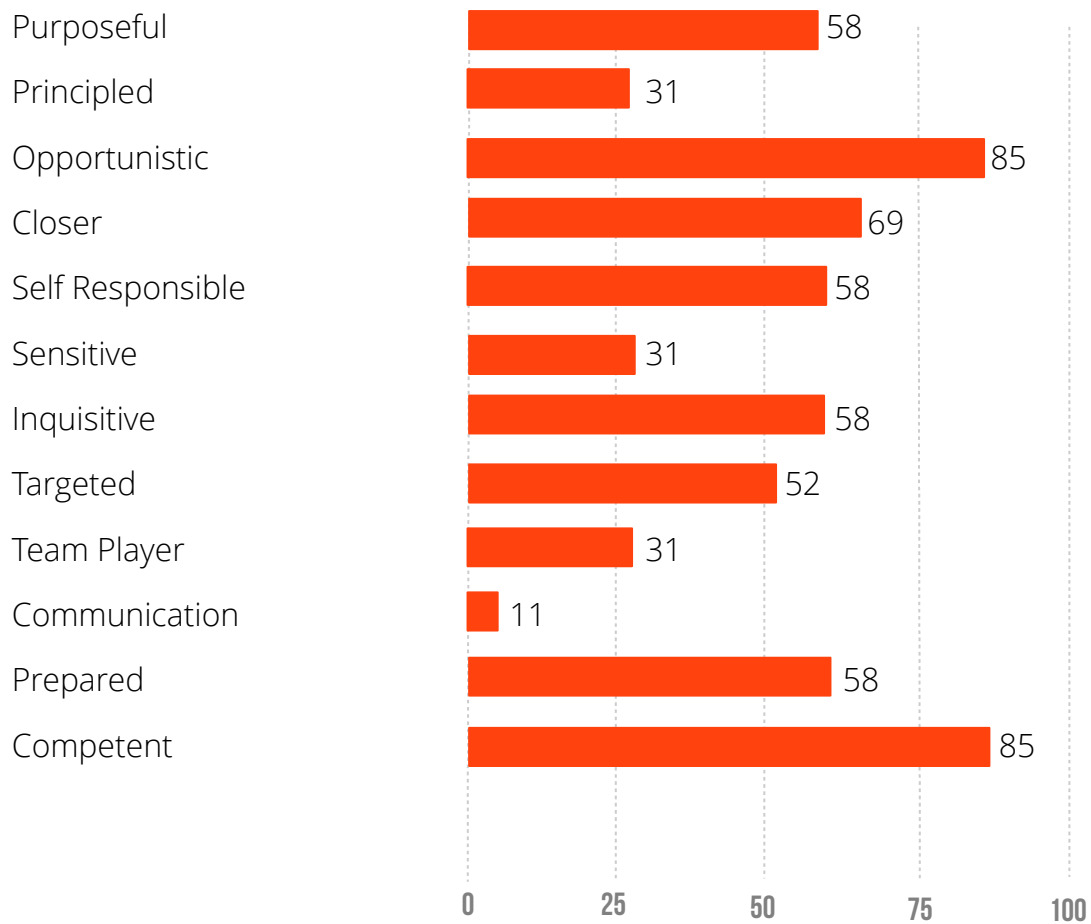
### AREAS OF FURTHER EXPLORATION

#### **Communication**

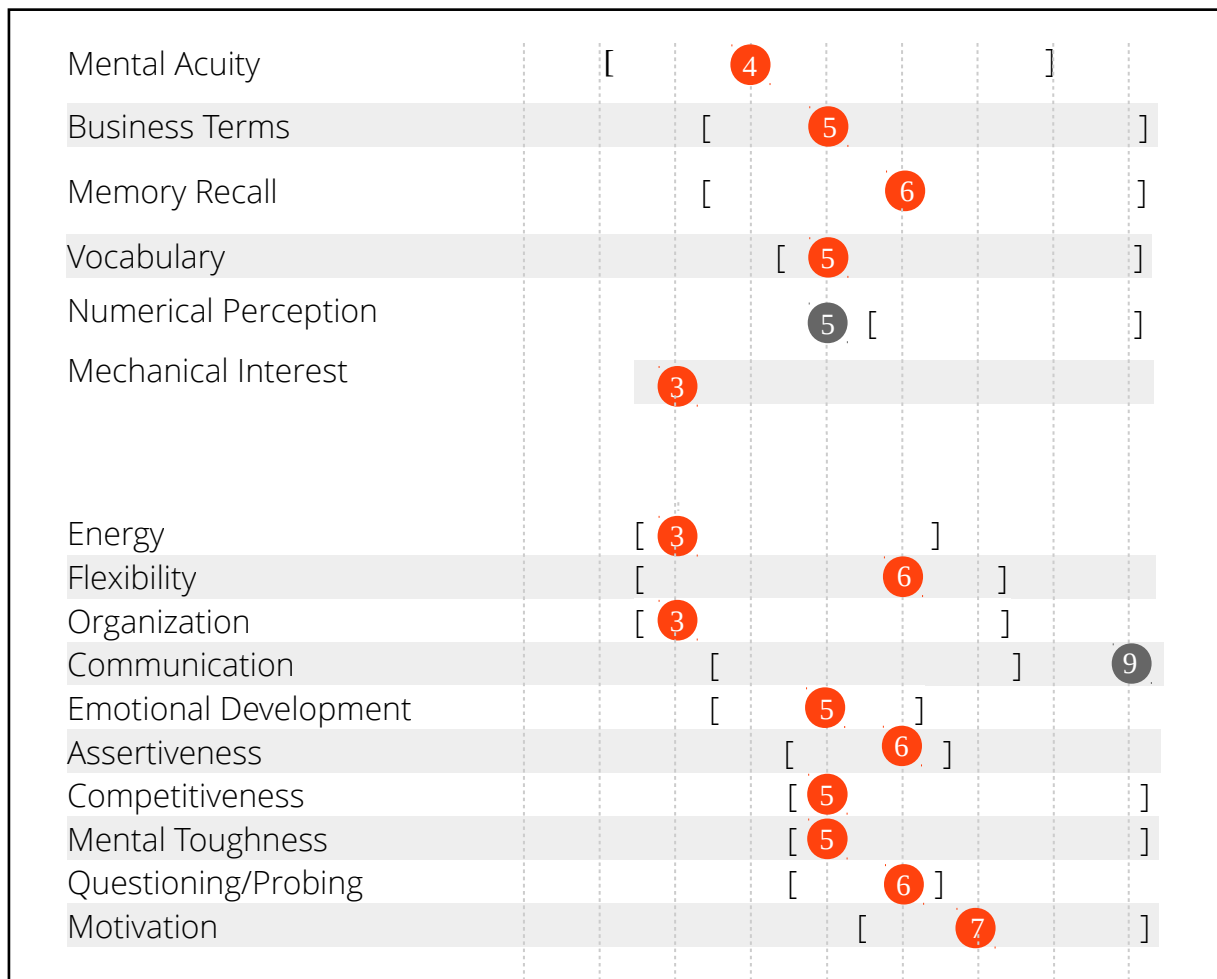
Whether Amanda is a good listener who will utilize active listening skills and listen for the benefit of the speaker, merits further exploration. She seems to struggle to use persuasive strategies to share her ideas and thoughts.

# EXAMINE SUMMARY: AMANDA SAMPLE

## 12 SALES SUCCESS TRAITS



# ACHIEVER SUMMARY: AMANDA SAMPLE



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## 12 SUCCESS TRAITS OF A SALES REPRESENTATIVE

### **PURPOSEFUL | 52 |**

This mature, hardworking sales representative receives personal satisfaction from providing outstanding service to the client. Having a strong work ethic, she/he meets obligations, fulfills promises and strives to help the company grow. A career is very important to this person, and efforts are made to pursue formal education, continuing educational programs, and mentoring opportunities. Physical and emotional health are very important to her/him.

### **PRINCIPLED | 31 |**

Having respect for all people, this sales representative has a strong value system and values all people as equals. She/he builds trust with others through personal integrity and by modeling high ethical standards for others. It is very important for this person to openly and willingly share her/his values with others. This person is very honest and practices full disclosure with associates and clients.

### **OPPORTUNISTIC | 85 |**

This highly motivated sales representative enjoys a challenge and always sets goals to achieve desired results. This high-energy, action-oriented person goes out and makes it happen. Having a strong focus on results, she/he will do whatever it takes to achieve desired results. This determined individual is optimistic, seeks out opportunities and believes it is always a matter of when, not if, in meeting objectives.

### **CLOSER | 69 |**

Closing the sale is very important to this sales representative. Recognizing the value of the client relationship, she/he will use a variety of closing strategies depending upon the unique needs of the client. As a part of the selling process, this detail-oriented person will meticulously gather specific information about the client's needs and goals. Follow up is seen as an important part of selling. This person will always make sure commitments are fulfilled.

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## **SELF RESPONSIBLE | 58 |**

Being a self-starter, this sales representative takes the initiative and strives for success by being well prepared, practicing high business ethics, striving for closure and presenting a polished, professional image. This self-confident person knows her/his strengths and vulnerabilities and takes ownership for her/his actions. This highly stable and objective person is career-focused, not a job hopper. She/he has a good balance between home and work and has outside activities.

## **SENSITIVE | 31 |**

Being calm and patient is characteristic of this person's style. People enjoy working with this likable person. This pleasant person is known for having a good sense of humor. She/he is appreciative of others, openly and willingly gives praise to others and publicly gives credit to others for a job well done. It is very important for her/him to build and maintain positive relationships with clients and associates.

## **INQUISITIVE | 58 |**

Asking questions is typical behavior for this sales representative. Being highly perceptive, she/he reads people and situations well. This person knows and understands her/his audience. As a part of the selling process, this sales representative appreciates the value, efficiency and effectiveness of telephone work and enthusiastically contacts and networks by telephone with others. Able to sense the feelings and needs of others, this person takes overt action to be responsive to others.

## **TARGETED | 52 |**

Having specific prospecting strategies, this sales representative had defined the qualities of a good client and can target her/his efforts on those most likely to buy. Knowing how and when to approach a client, this persuasive person is able to effectively target her/his efforts timely and efficiently. She/he knows the value of gaining knowledge and insight about the client and strives to learn all she/he can about the client. This systematic sales representative practices consistent and effective prospecting techniques.

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## TEAM PLAYER | 31 |

Cooperation is very important to this person. She/he is highly supportive of others and accepts personal responsibility and does not point fingers at others. It is very important for this sales representative to contribute to the success of others and she/he demonstrates flexibility to help others achieve goals. With an open mind, this successful team member is willing to learn from others; is not inhibited and accepts criticism from others. As a contributor, this person always strives to build trust, have empathy for others, clarify roles and goals, works with others to achieve positive results and strives to create synergy within the organization.

## COMMUNICATION | 11 |

This highly effective, persuasive communicator openly and willingly shares with others and always gives full disclosure. She/he values one-to-one communication and actively seeks input from others. She/he is highly articulate and has excellent writing skills. She/he knows how and when to ask the right questions. This exceptional listener cares about others and practices active listening skills.

## PREPARED | 58 |

Few things surface during the well-organized selling process that have not been anticipated by this highly-prepared sales representative. While detail-oriented, she/he can still see the big picture. Consistently handling multiple and shifting priorities is not difficult for this person due to having an overall sales strategy based on sound objectives, priorities, strategies and systematic approaches. Consistent planning, with effective and ongoing documentation, enables her/ him to systematically meet objectives without being overwhelmed.

## COMPETENT | 85 |

Life-long learning is very important to this person. Having a strong interest and aptitude for technology, this quick learner is eager to learn all she/he can about the technical aspects of the product/service. Being a controller, this sales representative sees herself/himself as the quarterback in both the selling process and client service. Interviewing skills are seen by this person as an important part of her/his technical competence. Technological improvements are highly valued by this sales representative.

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## INTERVIEW QUESTIONS

1. Please take 2 or 3 minutes and tell me what you would most like me to know about you.

2. Looking back on your career, what do you consider to be one or two of your most significant accomplishments?

3. Describe a complex situation in which you had to learn a lot, quickly. How did you go about learning, and how successful were the outcomes?