



Confidential
Job Match Management Report

for

Steve Sample

Thursday, February 6, 2003

KESTLY DEVELOPMENT

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Ypsilanti, MI 48197

734 – 483 - 6453

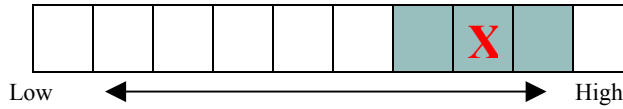
Sales Indicator Summary

Job Match Pattern: Sample Widget Sales

Job Match Percent  **81%**

Competitiveness

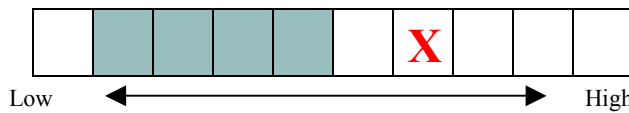
- Reserved
- Non-confrontational
- Cooperative



- Persuasive
- Confident
- Assertive

Self-Reliance

- Welcomes support
- Appreciates the need for procedures



- Independent
- Individualistic

Persistence

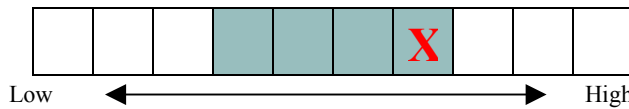
- Flexible
- Good sensitivity
- Limited follow-through



- Persevering
- Unwavering
- Emotionally tough

Energy

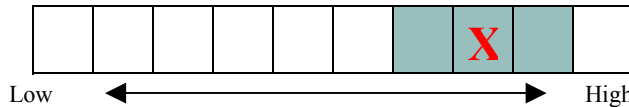
- Systematic
- Steady paced
- Patient



- High endurance
- Spontaneous
- Fast paced

Sales Drive

- Relaxed
- Unassuming
- Process focused



- Success oriented
- Outcome focused
- Internally driven

The shaded areas represent the range of characteristics provided by your organization for this job pattern.

The "X's" indicate this individual's scores.

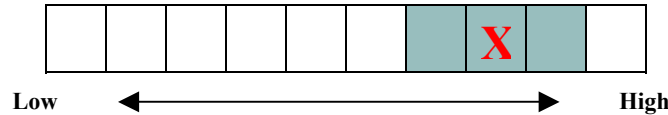
The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

The Distortion Scale score on this assessment is 9

Sales Success Qualities

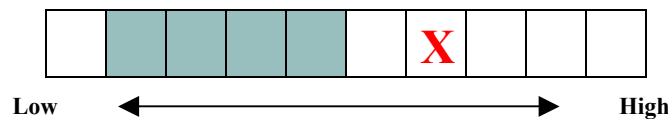
This section further details the results for Mr. Sample. For each quality, you will see the Job Match Pattern and the score obtained. Following this, the bulleted statements from the individual's report are shown, along with comments directed toward his supervisor. Should the score fall outside of the Job Match Pattern, additional comments are provided.

Competitiveness



- He rarely finds it difficult to express his ideas or defend his opinions to others. You may need to mediate, however, when his opinions are stated too forcefully.
- His confidence in expressing himself may occasionally be misinterpreted as unwarranted pride. Overconfidence may come into play depending on his skill at being objective about his abilities and personal strengths.
- When competition takes form, he is often ready for the challenge. He should be willing to accept any level of challenge, but you may need to determine if his experience and abilities match the confidence he expresses.
- Some individuals express themselves less enthusiastically than he does, which may be a cause for some frustration for him. When his patience with others wears thin, you may have to mediate between the players in such a situation.

Self-Reliance



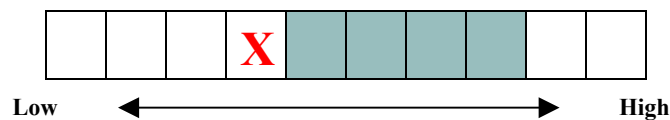
On the Self-Reliance scale Mr. Sample scored comparably with most people. However, his score is above the designated profile for this particular Job Match Pattern. This suggests that his self-reliance is greater than the position typically requires but that he should have no problem with the capability to work under supervisory guidance. Interview questions should explore the possibility that the position may not be sufficiently self-directed to maintain his interest and/or level of performance.

The shaded areas represent the range of characteristics provided by your organization for this job pattern.

The "X's" indicate this individual's scores.

- He is capable of performing well when he is allowed to determine the process toward a goal in a self-reliant fashion. Encourage as much of this as possible, noting for him what elements of this behavior work best in your organization.
- If too much routine conformity is expected of him in the workplace, he may occasionally refuse to give in, choosing to try his own way to achieve objectives. If at all possible, allow for the space he needs. Even so, you may occasionally find it necessary to clearly define the limits of his freedom.
- The solitary aspect of some sales careers (doing his best on his own) can be fun for him but he also appreciates the occasion to work with others cooperatively. Try to mix the requirements of his work so that both cooperative and independent tasks call for his attention.
- His above-average autonomy and individualism may often lead to innovative goal setting and accomplishment. You may have to occasionally define what works creatively in your sales environment and what is too improbable.

Persistence



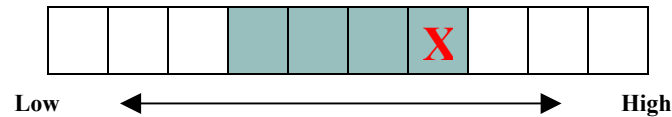
While Mr. Sample achieved a Persistence score comparable to most people, it is below the job profile of this position. This suggests that his perseverance is moderately less than the position typically requires but that he may not have a problem with the ability to focus on moderately stressful work. Interview questions should explore the possibility that for Mr. Sample, the position may be too challenging under more stressful conditions.

- Failure may be difficult for him from time to time, but he does seem to have the traits needed to accept occasional risk. Encourage his moderate acceptance of risk in order to enhance his overall sales effectiveness.
- He may occasionally suggest that a project cannot be completed with limited resources and propose trying a new plan. This slight tendency for doubt is related to his average level of persistence, and may represent prudence more than actual self-doubt.
- Other people may test his tolerance, especially when he is under great tension. This intolerance refers to emotional toughness. You may need to provide him with ways to blow off steam, as appropriate.
- He may sometimes work at what he is most successful with, but sidestep risking failure in additional undertakings. Providing support and encouragement may build his ability to hazard potential failure in the pursuit of success.

The shaded areas represent the range of characteristics provided by your organization for this job pattern.

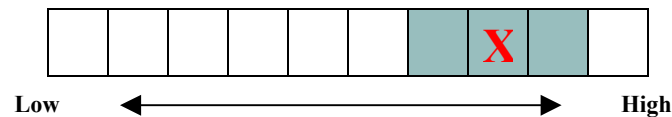
The "X's" indicate this individual's scores.

Energy



- The hustle and bustle of a dynamic profession can be motivational for him, but he can appreciate the opportunity to relax and catch his breath. Provide opportunities to regroup and prepare for the next challenge.
- His moderate level of determination and enthusiasm can be motivational to others, yet he is equally capable of turning to others for his motivational needs. He should, in other words, be open to working closely with others to build and share enthusiasm and encouragement.
- Working behind a desk, with little or no change in the routine, can sometimes be rather annoying for him. His ability to respond with enthusiasm may be encouraged with spontaneous goal setting and impromptu sessions of brainstorming with you or team members.
- Coping with numerous responsibilities at the same time can create a moderate challenge for him.

Sales Drive



- He is able to state his outlook decisively and with conviction. Try to also build his ability to listen closely and take into account the views of others when appropriate.
- Although the service he provides to customers and clients is essential, the winning aspects of successful sales are the true reward of this profession for him.
- Success is the primary motivation for him in most situations. If team members do not share this positive attitude about winning, some form of understanding may be needed, emphasizing the differences in team players and the strength that diversity provides the team.
- He is capable of making unpopular decisions when necessary, willing to force results in conflict-ridden conditions.

The shaded areas represent the range of characteristics provided by your organization for this job pattern.

The "X's" indicate this individual's scores.

Critical Sales Behaviors

This section presents seven sales behaviors that were developed from a combination of Sales Success Qualities. They are typically considered important for success in most selling situations. The statements provided should be considered when working with Mr. Sample.

PROSPECTING

More often than not, Mr. Sample has the energy to hunt for opportunities. He tends to be most effective in prospecting when it is done in brief spurts of activity rather than over an extended period of time. Trusting his own ability to develop an approach, he will tend to display innovation in developing a list of prospects and qualifying them for a sales call.

CLOSING THE SALE

Mr. Sample is usually willing to move toward a close from the very beginning of the presentation. His confidence and competitiveness are quite high. With an average level of persistence and a high level of sales drive, he should consistently demonstrate the motivation to present his product in the most favorable perspective and use a variety of approaches to help the prospect appreciate their need for the product.

CALL RELUCTANCE

Typically, call reluctance will be only an occasional hurdle rather than a real problem for Mr. Sample. Because of his resistance to rejection, Mr. Sample should show a consistent level of confidence when placing sales calls. He should be willing to pursue the sales process to completion in a consistent manner. His high sales drive serves him well in pushing through any periods of doubt that may occur.

SELF-STARTING

If given the opportunity to add excitement to his daily events, Mr. Sample accepts it with interest. The bustle and stress of a fast paced profession is very motivational for him. Energetic and driven, Mr. Sample should prove to be an individual who takes initiative, gets things going during lull periods and uses resources to maximize such initiative. Mr. Sample tends to work out the details of how he will complete tasks on his own and is likely to accept additional challenges in order to satisfy his drive and energy. His autonomy and individualism are higher than many of his peers, which leads to unique goal setting and accomplishment. Mr. Sample derives motivation from within, taking the lead as a source of encouragement to others. He may need greater competitive challenges in order to maintain his initiative and satisfaction.

WORKING WITH A TEAM

It is often easy for Mr. Sample to lead others and direct the course of action, yet he can also be perceived as rather dominant by some. When competition takes form, he should be ready for the challenge and is may be interested in directing others toward competitive goals. His drive and individualism are high and

this may occasionally overshadow his willingness to coordinate the team and encourage cooperative efforts. He may prefer to set his own direction and establish personal methods rather than doing so as part of a consensus. Rarely does it take an outside motivation, like the inspiration of the team, to get him going. Mr. Sample derives motivation from within, and may be willing to take the lead as a source of encouragement to others within the limits of his relatively high self-reliance.

BUILDING AND MAINTAINING RELATIONSHIPS

Mr. Sample is balanced in terms of his approach to building relationships. He has relatively high energy and autonomy under the right conditions. This should encourage him when initiating relations with clients, but may occasionally create boundaries for how much individualism he is willing to sacrifice. A relationship that suffers only an occasional snag when initiated is most favorable for his interpersonal style.

COMPENSATION PREFERENCE

When competition takes form, he will often be ready for the challenge. Mr. Sample is primarily motivated by winning and the chase that concludes with a successful sale. He has a highly developed drive for sales and a focus on getting results. He has a self-reliance that is higher than average, which should add to his motivation and compensation needs. Mr. Sample derives motivation from within, occasionally taking the lead as a source of encouragement to others. Although the service he provides to customers and clients is essential, the winning aspects of successful sales are the greatest reward for him.

NOTE: This job match pattern should reflect your expectations and/or how your top performers responded to the Profiles Sales Indicator. The report indicates how this individual's results compared with the job match pattern. A continuing review of the impact and effectiveness of this job match pattern is important to ensure that it reflects your company's needs and culture.

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