



## SALES

Recruiting Assessment  
Report

**John Doe**  
Month DD, AAAA

Company Name

Confidential Document

## INTRODUCTION

- This assessment report for **John Doe** has been generated by the **D-TECK** expert system.
- It contains information that can help you make recruiting decisions regarding applicants for a non-managerial position in sales.

This report contains the following:

HUMAN RESOURCES	DISTINCTIVE COMPETENCIES	- An indicator of the applicant's potential to demonstrate the key skills that generally lead to success in a non-managerial position in sales
	OVERALL FIT SCORE	- A score for the overall fit between the individual's results on key competencies for a non-managerial position in sales and the expected profile
	MOTIVATIONAL LEVERS	- An indicator of the individual's motivational levers
	INTERVIEW QUESTIONS	- Suggested questions for use during the recruitment interview based on the assessment results
MANAGER	INTEGRATION ADVICE	- Advice on integration that will help you provide the conditions for successful hiring

## CAVEAT ON USE OF THE REPORT

- This assessment report may only be used as part of a recruiting decision in connection with the competencies and job category as recommended by **D-TECK**, in compliance with the **consent form signed by the candidate**.
- It must not be used to make a recruiting decision more than **24 months after the assessment**, to set a reasonable time limit on the assessment findings.
- The report may not be released to the candidate without the customary precautions and must not be published or released to persons not involved in the assessment.

## INTERPRETATION OF FINDINGS

The competency ratings are based on [personality or cognitive ability indicators](#) derived from the candidate's responses. Note that demonstration of a competency depends on other factors as well, including the candidate's work experience, degree of motivation and the work context. This report should be used as a complement to other recruitment efforts, such as the interview and reference checks, to create a more accurate portrait of the competencies of the person assessed.

The overall fit score, developed using the [Delphi method](#), helps assess to what extent the candidate's competency results match the expected profile for a non-managerial position in sales. This profile has been established by our experts and represents what many organizations typically expect in this type of role. However, the context, culture and requirements specific to your organization and the type of position to be filled must be taken into consideration when making your decision on candidates, because some competencies may have greater importance than others.

Therefore, **the fit score must not be considered a hiring recommendation**, but rather a general indication of the fit between the candidate's profile and the typical profile of a non-managerial position in sales.

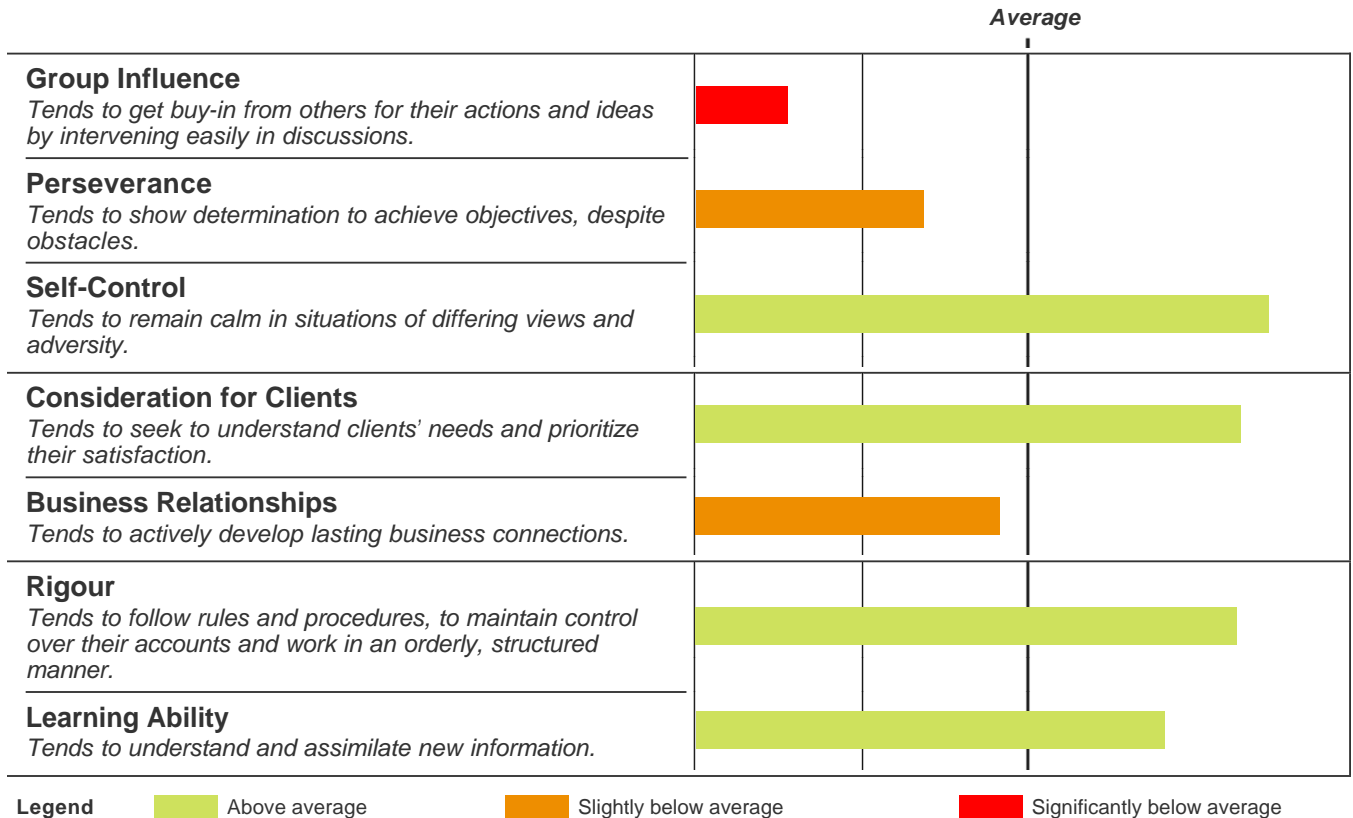
POOR FIT	BELOW AVERAGE PARTIAL FIT	ABOVE AVERAGE PARTIAL FIT	GOOD FIT
A profile with poor fit means that the candidate obtained results that do not really match the profile typically sought for the position.	A profile with below average partial fit means that the candidate obtained results that match a few points of the profile typically sought for the position.	A profile with above average partial fit means that the candidate obtained results that match several points of the profile typically sought for the position.	A profile with good fit means that the candidate obtained results that match the profile typically sought for the position.

## DISTINCTIVE COMPETENCIES

This section presents the assessment results of John Doe for the distinctive competencies. These results provide an indication as to the candidate's potential to demonstrate the key skills relating to a non-managerial position in sales.

### ASSESSMENT RESULTS

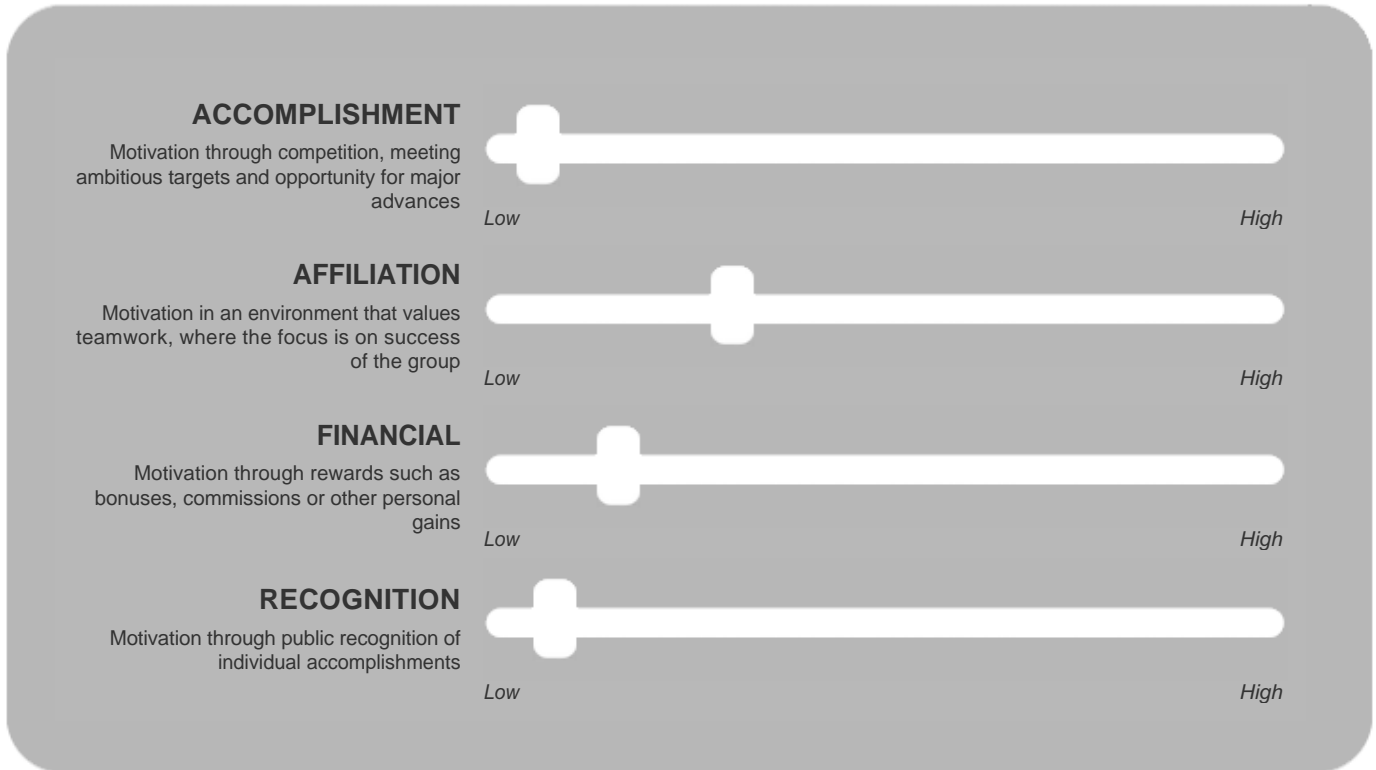
#### John Doe



> ABOVE AVERAGE PARTIAL FIT WITH THE EXPECTED PROFILE

## MOTIVATIONAL LEVRS

This section presents the candidate's motivational levers, what is likely to energize them in their work. The higher the result in an aspect, the more important this is for the individual. The person's needs can be compared with what your organization is able to offer. A match between what the individual is seeking and what is present in his work environment will have a positive influence on his level of motivation.



## ONBOARDING ADVICE

This section presents advice that will help you achieve optimum integration of the candidate into the position.

### GROUP INFLUENCE

The candidate will generally have difficulty taking an active role in leading conversations when interacting with clients and colleagues. Specifically, they may experience some discomfort in social relationships and may avoid being the centre of attention. You should clearly target this individual's difficulties and provide specific support. It would also help to partner this individual with an employee who shows great ease influencing others.

### PERSEVERANCE

The candidate will usually show perseverance and only complain a little if they encounter an obstacle. However, they might experience frustration or give up when major challenges arise. You should help them see the importance of persevering and remaining steadfast to avoid momentary discouragement.

### SELF-CONTROL

The candidate can easily keep cool in situations of differing views or adversity that may arise at work. They should show tolerance and will not be easily irritated by others. However, their propensity to maintain good control over emotions could give the impression of being detached and prevent communicating a sense of urgency. You could encourage the candidate to be willing to show more emotions, depending on the type of situation.

### CONSIDERATION FOR CLIENTS

The candidate should make it a priority to develop and maintain pleasant, personalized relations with clients. In order to encourage their efforts to exceed expectations, you should put the candidate in contact with clients as often as possible. It might also be relevant to cite them as an example for other colleagues.

### BUSINESS RELATIONSHIPS

The candidate will tend to maintain partnerships with their clients and will be able to develop new relationships if necessary. However, when the business context is challenging, you should remind them to remain active in nurturing existing relationships. It might be useful to help the candidate refine their strategies in order to be even more proactive in developing their business network.

## ONBOARDING ADVICE

### RIGOUR

The candidate will perform well in a role that requires order and structure. They will seek to abide by the organization's rules and should show ease in clearly and effectively structuring their work methods. Do not hesitate to seek this individual's cooperation to structure processes or improve existing work methods. However, you still might have to remind them that excessive focus on details sometimes detracts from the achievement of objectives or the development of a comprehensive vision.

### LEARNING ABILITY

The candidate will require little support in learning new things. Your organization would benefit from relying on the candidate's sense of logic and ability to assimilate information quickly. You will be able to leverage the candidate's learning ability by giving them opportunities to resolve complex problems.

## INTERVIEW QUESTIONS

Below is a list of questions based on the results of the assessment that will help you and the candidate to explore factors that require clarification and could have an impact on job performance.

### GROUP INFLUENCE

- Tell me about a recent situation in which you found it especially hard to direct or lead the conversation with a client regarding your products or services. What were you trying to accomplish and what was the outcome? Which of your strategies proved most or least effective?

### PERSEVERANCE

- Tell me about a particularly difficult or demotivating task you recently had to accomplish that entailed serious obstacles. In what way was it difficult?
  - How did you react? How much time did you take to complete the task?

### BUSINESS RELATIONSHIPS

- Tell me about a recent situation in which you had to establish a new relationship or target an existing relationship with a client in order to generate a substantial gain for your organization.
  - What was your strategy? What outcome did this achieve for your organization?



D - T E C K

SMART PREDICTION