

PXT Select™ Non-Cognitive

Sales: Individual's Feedback Report

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CONFIDENTIAL

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INTRODUCTION

The goal of this report is to give you feedback from the assessment you took and help you achieve greater success in your work endeavors.

What's in this report?

DEFINITIONS

On the following pages, each of the traits and interests that were measured by the assessment will be defined

PERSONALIZED FEEDBACK

You will receive personalized feedback based on your results and how they should be interpreted

What did the assessment I took measure?

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are.

INTERESTS

- This section may predict your motivation and potential satisfaction with various jobs.

RESULTS INTERPRETATION

BEHAVIORAL TRAITS

Pace Overall rate of task completion

- Typically, you can act with a sense of urgency when necessary.
- You generally don't mind working at a slightly hurried pace.
- You tend to complete sales assignments and strive for sales goals in a timely manner.
- Most likely, you don't enjoy sedentary or repetitive work.

Assertiveness Expression of opinions and need for control

- Situations in which you are held accountable for sales goals tend to motivate you.
- Most likely, you are willing to be more of a leader on a sales team than a follower.
- Typically, you use direct statements with clients and have a preference for determining sales outcomes.
- You likely close sales with a fair amount of confidence and are comfortable speaking with authority to clients during the sales process.

Sociability Desire for interaction with others

- You tend to be fairly reserved, likely preferring a formal style of interacting with colleagues, clients, and prospects.
- You prefer direct, to-the-point communication to win a sale without too much small talk or social niceties.
- You seem to enjoy sales that involve establishing relationships with contacts.
- You are comfortable tending to tasks that require working alone.

Conformity Attitude on policies and supervision

- You demonstrate a willingness to conform to company policies without feeling much loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and sales policies.
- You are respectful of sales procedures and open to guidance by a sales manager.
- You are cooperative and tend to be fairly accepting of leadership's decisions.

Outlook Anticipation of outcomes and motives

- You tend to think about situations critically, carefully considering the risks.
- You may be inclined to be critical of competitors and their motivations.
- You prefer to avoid risk, change, and unexpected challenges.
- You may feel uncomfortable with sales negotiations that are not well-defined.

Decisiveness Use of speed and caution to make decisions

- You tend to be cautious, preferring to wait for more information and advice before making your final choice.
- You may find it uncomfortable to make quick decisions under pressure.
- You likely take a methodical approach to decision making.
- You are capable of making timely decisions but may prefer to deliberate and examine your options.

Accommodation Inclination to tend to others' needs and ideas

- Most of the time, you will take a stand for what you feel is right during sales negotiations.
- While you will usually listen to clients' perspectives, you will likely stand by your opinions if you disagree.
- You probably won't let clients take advantage of you during the sales process.
- You can be agreeable and cooperative, but you likely don't go along with every client's request just to make them happy.

Independence Level of preference for instruction and guidance

- You likely prefer to run your own show and may quietly resist being restricted.
- You are an independent salesperson who prefers minimal instruction and coaching.
- You are highly independent, functioning well on your own, but might benefit by making room for the advice of your fellow salespeople and managers.
- You take on new opportunities independently, bringing in coworkers only when absolutely necessary.

Judgment Basis for forming opinions and making decisions

- You tend to apply your knowledge of the facts to current problems and sales situations.
- You typically focus on logic, rather than your own instincts, to make decisions.
- You tend to take an objective view of sales negotiations and to minimize your own feelings when formulating your opinions.
- You tend to make objective, factually driven decisions under pressure.

INTERESTS

The assessment you took measured six possible Interests. They are listed below, along with definitions, from the area in which you expressed the most interest to the one in which you expressed the least (any ties are noted).

Your Order of Interests

- Ordered from your highest- to lowest-scoring interest
- Ties are indicated if present

Technical

A technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Salespeople with this interest may enjoy promoting technical improvements and high-tech gadgetry.

Creative

A Creative interest suggests the enjoyment of imaginative and artistic activities. Salespeople with this interest may appreciate sales activities or presentations that involve innovative thinking, personal expression, and product appeal.

Financial/Admin

A Financial/Admin interest suggests the enjoyment of working with numbers and organizing sales-related information in order to make the selling process more efficient. It could also indicate an eye for detail and a desire for accuracy.

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Enterprising

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and using persuasiveness. Salespeople with this interest may be motivated by competitive sales objectives and exercise initiative, ambition, and resourcefulness.

People Service

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a salesperson who seeks out sales activities that involve working with and serving others, whether team members or clients.

Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Salespeople with this interest may seek out sales activities that involve practical objectives and product utility.