

Thinking Pattern Reports

Extended Sales Interview Guide

Prepared for

Sample Sample



Orchestrating Results

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Extended Sales Interview Guide **SUMMARY**

ATTITUDES:

- Individualist, does things their own way
- Cautious, hesitant toward the world
- Optimistic about themselves
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Excellent intuitive insights, 'gut instincts'
- Good analytical, conceptual thinking and organizing

SELF IMAGE:

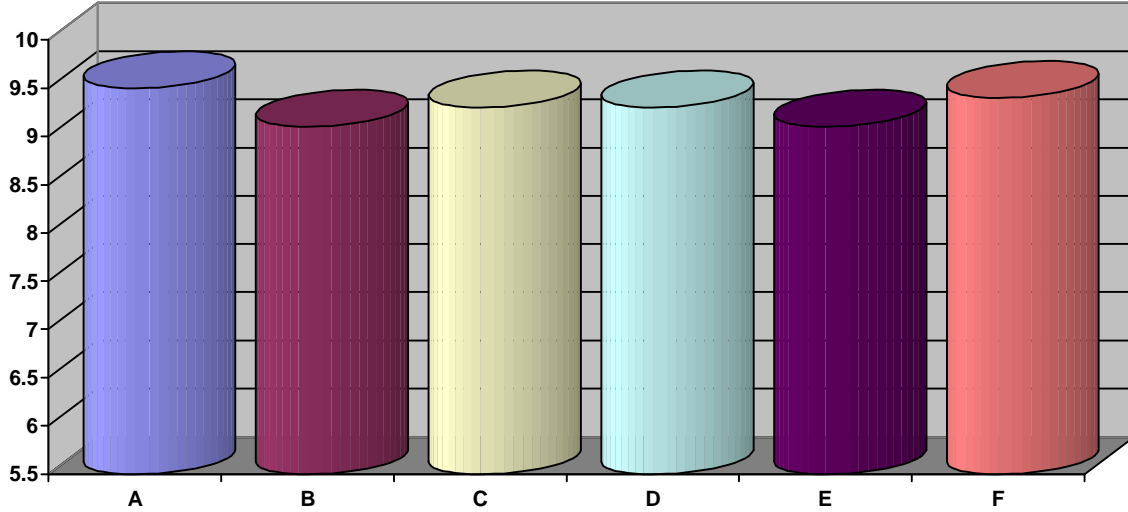
- Goal directed
- No fear of failure or success
- Confident, goal oriented

MOTIVATORS:

- Sense of mission, personal goals

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GLOBAL GRAPH



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Empathy (Low Risk) — The ability to see, understand and relate with others.
B) Handling Rejection (Low Risk) — The ability to maintain a sense of inner self worth.
C) Achievement Drive (Low Risk) — The ability to have a strong desire to push ahead and to achieve desired results.
D) Self Starting Ability (Low Risk) — The ability to get things done without the need for constant supervision.
E) Motivation Index (Low Risk) — The ability to direct one's energy with a sense of purpose and direction.
F) Discipline For Selling (Low Risk) — The ability to work within guidelines, schedules policies and procedures to get things done.

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PERSONAL SALES INVENTORY

PRIORITIZED CORE STRENGTHS

1) Sense Of Belonging: (Motivation) (SL-30B)-Excellent Potential

Motivated by a strong need to belong, to fit in with and be accepted by others.

2) Persistence: (Self Starting Ability) (SL-21A)-Excellent Potential

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

3) Self Attitude: (Drive) (SL-15)-Excellent Potential

Driven by a strong sense of personal optimism, a belief that the best can and will happen

4) Need To Achieve: (Drive) (SL-13A)-Excellent Potential

Strongly driven by a need to achieve recognition and attention to confirm self worth.

5) Intuitive Insight: (Empathy) (SL-1)-Excellent Potential

Keen intuitive insight, the ability to readily identify prospect interests and buying signals.

6) Self Confidence: (Ability To Handle Rejection) (SL-8C)-Excellent Potential

Awareness of social and role image combined with anxiety and uncertainty about which role is best.

7) Service: (Motivation) (SL-25A)-Excellent Potential

Motivated by a strong desire to help others and meet their needs and concerns.

8) Doing Things Right: (Discipline For Selling) (SL-18A)-Excellent Potential

Strong individualism will likely lead them to get around accepted ideas if these ideas interfere with their inventiveness.

9) Evaluating Others: (Empathy) (SL-3A)-Excellent Potential

The ability to identify and evaluate prospect needs, interests and concerns in a clear, well organized manner.

PRIORITIZED DEVELOPMENT COMMENTS

1) Social Recognition: (Motivation) (SLS-27B)-Real Risk

Social frustration and role transition can generate uncertainty and indecision about one's social/role image.

2) Role Satisfaction: (Self Starting Ability) (SLS-24B)-Situational Risk

Dissatisfaction, frustration and anxiety in current circumstances can lead to inconsistent actions and decisions.

3) Results Oriented: (Drive) (SLS-12B)-Situational Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

4) Social Recognition: (Drive) (SLS-14B)-Situational Risk

Indecisiveness about what to do in current circumstances can create inconsistent burst of energy and drive.

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PRIORITIZED INTERVIEW NOTES

1) Social Recognition: (Motivation)-Real Risk

Tendency to be indecisive about what is best, to shift from frustration and dissatisfaction to enthusiasm can lead them to be inconsistent, to either delay following through with contacts or closing sales because they lack confidence or to loose interest and shift their focus to something else. Test their ability to stay focused and complete their tasks.

2) Role Satisfaction: (Self Starting Ability)-Situational Risk

Tend to feel frustrated and dissatisfied, shifting from enthusiasm and energy to doubts and uncertainties about what is best. Take time to discover their priorities. Remember that they will tend to over project and promise more than they can deliver. Let them make the decision to pursue the job. Delay deciding until you are certain of their desire.

3) Results Oriented: (Drive)-Situational Risk

Cautious, skeptical and hesitant thinking can result in a lack of urgency to take action, a tendency to overlook crucial, immediate issues and to become distracted by confusion or unexpected events. Use distractions in a mock interview to test their ability to stay focused. At each step of the presentation, require them to sum up the key issues.

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PRIORITIZED DEVELOPMENT AREAS

1) Social Recognition: (Motivation) (SLS-27B)-Real Risk

Social frustration and role transition can generate uncertainty and indecision about one's social/role image.

2) Role Satisfaction: (Self Starting Ability) (SLS-24B)-Situational Risk

Dissatisfaction, frustration and anxiety in current circumstances can lead to inconsistent actions and decisions.

3) Results Oriented: (Drive) (SLS-12B)-Situational Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

4) Social Recognition: (Drive) (SLS-14B)-Situational Risk

Indecisiveness about what to do in current circumstances can create inconsistent burst of energy and drive.

5) Money, Material Things: (Motivation) (SLS-26B)-Situational Risk

A lack of attention to money and material things can lead to indifference toward money unless it is a personal goal.

6) Attention To Procedures: (Discipline For Selling) (SLS-19E)-Situational Risk

Individualistic, skeptical thinking leads them to disregard policies and procedures that do not meet their needs.

7) Self Esteem: (Ability To Handle Rejection) (SLS-6B)-Situational Risk

Self-depreciation, may have difficulty controlling interview and to promise too much or more than is necessary.

8) Sensitivity To Others: (Ability To Handle Rejection) (SLS-10A)-Low Risk

Too much sensitivity to what others think or say potentially making it hard to address difficult issues.

9) Personal Development: (Motivation) (SLS-28)-Low Risk

Frustration can result from indecisiveness or lack of certainty about where one is going in life.

10) Meeting Established Standards: (Discipline For Selling) (SLS-17A)-Low Risk

Strong sense of individualistic thinking can lead them to insist on doing things their own way.

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SALES CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards	ü			
- Doing Things Right	ü			
- Attention To Policies & Procedures	ü			
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority	ü			
- Attention To Concrete Detail	ü			
Managing Problems				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight		ü		
- Seeing Potential Problems	ü			
- Proactive, Conceptual Thinking	ü			

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SALES CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Planning & Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning	ü			
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning		ü		
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness		ü		
- Results Oriented	ü			
- Ambition		ü		
- Persistence	ü			
- Consistency	ü			
Managing Self				
- Self Esteem	ü			
- Self Assessment	ü			
- Self Control		ü		
- Role Satisfaction	ü			
- Flexibility & Adaptability		ü		
- Health/Tension Index				ü