

Thinking Pattern Reports

Extended Sales Interview Guide

Prepared for

SampleB SampleB



Orchestrating Results

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Extended Sales Interview Guide **SUMMARY**

ATTITUDES:

- Individualist, does things their own way
- Optimistic about the world
- Cautious, hesitant attitude about themselves
- Cautious, skeptical attitude toward others
- Results, 'now' oriented attitude toward getting things done

PROBLEM SOLVING:

- Good intuitive insights, 'gut instincts'

SELF IMAGE:

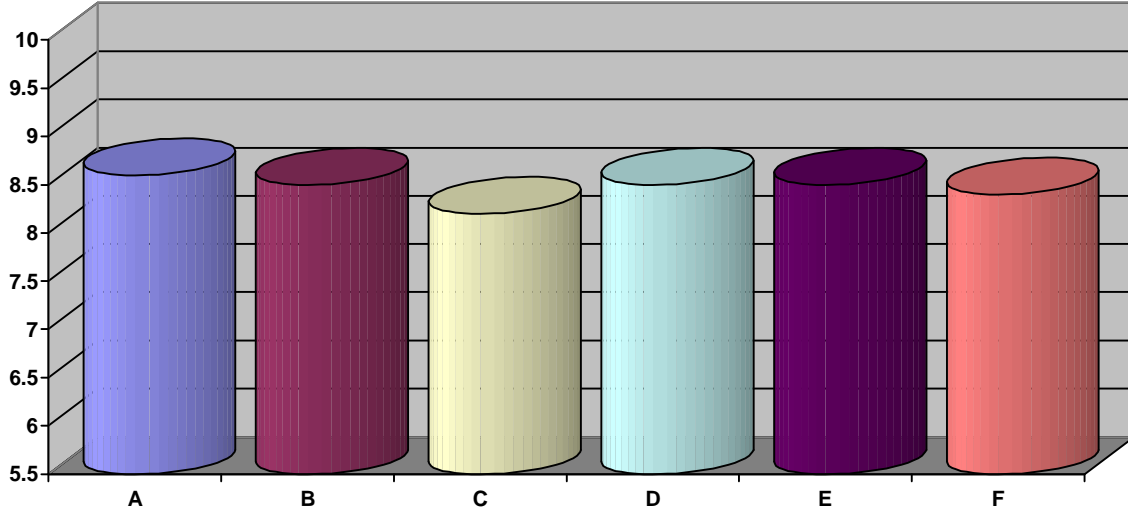
- Cautious, questioning the future
- No fear of failure, some fear of success
- Doubts and questions about what they are doing
- Has difficulty learning from their mistakes

MOTIVATORS:

- Results, getting things done
- Money, material things

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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 (Situational Risk) — The ability to see, understand and relate with others.
B) Handling Rejection (Situational Risk) — The ability to maintain a sense of inner self worth.
C) Achievement Drive (Conditional Risk) — The ability to have a strong desire to push ahead and to achieve desired results.
D) Self Starting Ability (Situational Risk) — The ability to get things done without the need for constant supervision.
E) Motivation Index (Situational Risk) — The ability to direct one's energy with a sense of purpose and direction.
F) Discipline For Selling (Conditional 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) Money, Material Things: (Motivation) (SL-26A)-Excellent Potential

Motivated by money and material things and by a strong need to create practical results

2) Results Oriented: (Drive) (SL-12A)-Excellent Potential

Extremely results and 'now' oriented focusing time and energy on decisions that have a immediate result.

3) Sense Of Belonging: (Motivation) (SL-30B)-Very Good Potential

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

4) Self Attitude: (Drive) (SL-15)-Very Good Potential

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

5) Self Control: (Ability To handle Rejection) (SL-9)-Very Good Potential

The ability to maintain composure in difficult prospecting, interview, or closing situations

6) Intuitive Insight: (Empathy) (SL-1)-Very Good Potential

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

7) Evaluating Others: (Empathy) (SL-3B)-Very Good Potential

The ability to focus your thinking in the prospecting and sales process in an objective, critical manner.

PRIORITIZED DEVELOPMENT COMMENTS

1) Social Recognition: (Drive) (SLS-14B)-Real Risk

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

2) Ambition: (Drive) (SLS-16B)-Real Risk

Holding pattern concerning the future can lead to indecisiveness and inconsistency.

3) Persistence: (Self Starting Ability) (SLS-21B)-Real Risk

Holding pattern concerning the future can generate difficulty setting and following through with goals.

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

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

5) Mission: (Motivation) (SLS-29B)-Real Risk

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

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PRIORITIZED INTERVIEW NOTES

1) Social Recognition: (Drive)-Real Risk

Currently in social/role transition feeling frustrated and uncertain about what you want to do potentially leading them to miss opportunities and see the grass as greener on the other side. Remember that they are searching for a place to feel comfortable. Do not hype them. Be realistic about what you expect. Let them make the decision to pursue the job.

2) Ambition: (Drive)-Real Risk

Tend to be indecisive and uncertain about pushing ahead leading them to delay decisions, to put off presentations and closings potentially missing sales opportunities. Require them to demonstrate how their past successes illustrate their ability to act on their priorities. Remember that they are looking for purpose, so be careful not to hype them.

3) Persistence: (Self Starting Ability)-Real Risk

Tend to be in a holding pattern uncertain about which course of action is best leading them to delay decisions, to miss buying signals and sales opportunities and to lack a sense of urgency to close. Remember that they are looking for purpose and energy. Do not let your purpose and energy become theirs. Let them decide to choose the job.

Extended Sales Interview Guide **PRIORITIZED DEVELOPMENT AREAS**

1) Social Recognition: (Drive) (SLS-14B)-Real Risk

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

2) Ambition: (Drive) (SLS-16B)-Real Risk

Holding pattern concerning the future can lead to indecisiveness and inconsistency.

3) Persistence: (Self Starting Ability) (SLS-21B)-Real Risk

Holding pattern concerning the future can generate difficulty setting and following through with goals.

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

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

5) Mission: (Motivation) (SLS-29B)-Real Risk

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

6) Personal Development: (Motivation) (SLS-28)-Real Risk

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

7) Initiative: (Self Starting Ability) (SLS-23A)-Conditional Risk

Social\role transition can generate frustration and a lack of urgency to push ahead until one's direction is more certain.

8) Sensitivity To Others: (Ability To Handle Rejection) (SLS-10B)-Conditional Risk

Tendency to be overly indifferent to others can lead to a lack of attention to prospect or client needs and concerns.

9) Goal Directedness: (Drive) (SLS-11E)-Conditional Risk

A combination of uncertainty about the future and skepticism can lead to indecisiveness and disorganization.

10) Meeting Established Standards: (Discipline For Selling) (SLS-17C)-Conditional Risk

Strong sense of individualistic, skeptical thinking can lead they to covertly or overtly challenge standards.

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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