



# Mettl B2B Sales Potential Assessment (Experienced)

Sample1

sample\_report@mettl.com

Test Taken on: September 13, 2017 07:08:36 PM IST

Finish State: Normal

## Registration Details

Email	sample_report@mettl.com	First Name:	sample
Address:		Last Name:	Not filled
Date of birth:	Apr 4, 1934	Experience:	Not filled
Country:	Not filled		

## How to Interpret the Report?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.
4. **Use of Response Styles for Recruitment/Selection:** The ideal response style is "Genuine" and it is recommended for further analysis. However, if any candidate's response style displays Social Desirability, he/she needs to be considered with caution. We do not recommend candidates who display Extreme Responding/Central Tendency/Careless Responding as they indicate that the candidate has not attempted the assessments in the desired manner, and that interferes with an understanding of his/her personality since it would not evoke genuine responses from the candidate's answers. This in turn is expected to interfere with the proceeding decisions, so the candidate may be considered for a re-test. Such cases are usually not considered for a statistical/detailed analysis of scores if required further.

Response Style: **Genuine**

Explanation of response style:

Genuine: No concerns or red flags just based on response style of candidate.

Social Desirability: If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem ‘socially desirable’.


Extreme Responding: If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

Central Tendency: If the middle response (‘neutral’) is selected more than 30% of the time.

Careless Responding: If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected ‘most like me’ or ‘like me’ from the right-side statement or from the left-side statement alone).


EXECUTIVE SUMMARY

Sales Knowledge




Recommendation Based on Sales Knowledge

Cautiously Recommended



Strengths

Influencing and Convincing: High



Areas of Development

Impression Management: Moderate

Overcoming Objections: Moderate


Closing: Moderate

Sales Personality




Recommendation based on Sales Personality

Cautiously Recommended



Strengths

NONE

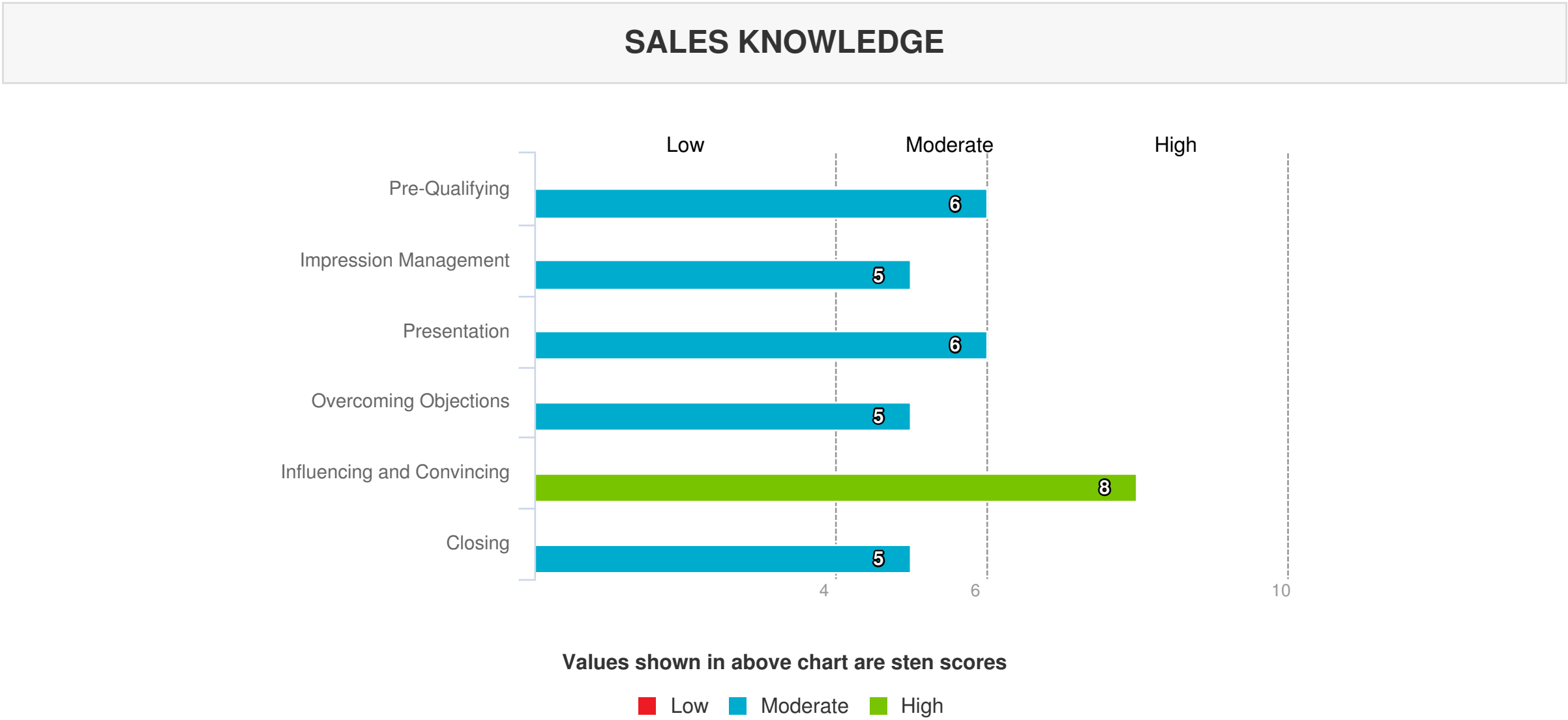


Areas of Development

Logical Thinking: Needs to look for information, past data, patterns, trends and to analyze the missing pieces. Needs to be able to apply innovative ways to solve problems. Needs to identify the cause-effect relationship between two aspects of a situation, or the pros and cons of the situation. Needs to be able to assess the effectiveness of the opposing argument to test the validity of the proposition.

**Achievement Orientation:** Needs to take full and complete responsibility for one's actions, interactions, circumstances and decisions. Needs to set high standards.

**Result Orientation:** Needs to improve one's sales approach by setting goals for oneself and working on achieving those goals.



**Pre-Qualifying:** Moderate

Somewhat likely to be proactive in seeking information regarding new sales possibilities. May at times be able to evaluate the potential of prospects and approach them accordingly.

**Impression Management:** Moderate

Somewhat likely to be skilled at recognizing the importance of first impressions. May occasionally develop a sense of mutual respect and rapport with clients. May at times have difficulty in always displaying an attitude of sincerity.

**Presentation:** Moderate

Somewhat likely to have an ability to identify client needs. May occasionally be confident while explaining the features of the product/service to the client, according to their expectations.

**Overcoming Objections:** Moderate

Somewhat likely to be patient and calm when answering to clients' objections and queries. May at times be persistent and optimistic when facing resistance from clients.

**Influencing and Convincing:** High

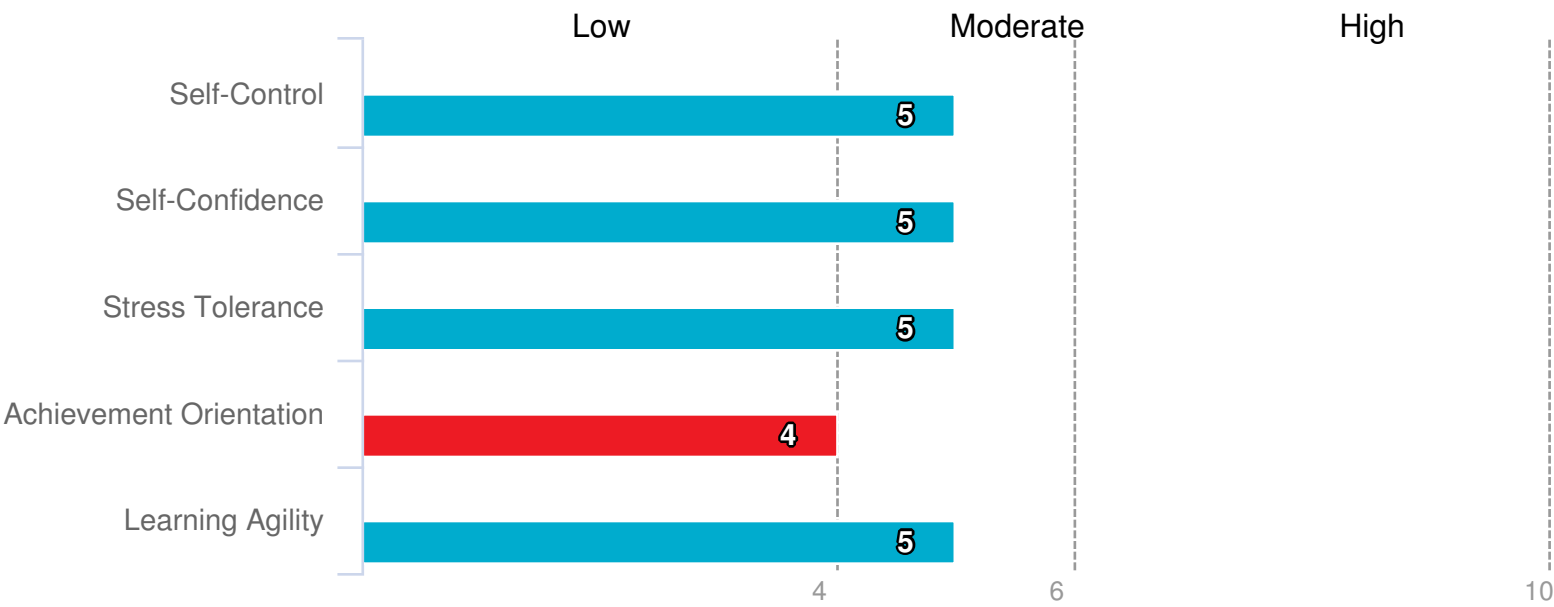
Likely have an ability to be a good negotiator. May be persuasive when interacting with clients. May have an ability to convince clients about the benefits of the product/service.

**Closing:** Moderate

Somewhat likely to be skilled at accurately analyzing the situation and judging when to make an attempt to close the sale. May at times have the ability to successfully lead the sales process to a mutually beneficial conclusion occasionally.

**SALES PERSONALITY**

**Self-Management**



Values shown in above chart are sten scores

Low Moderate High

**Self-Control:** Moderate

Somewhat likely to be attuned to one’s emotions and feelings. May at times be able to control one's behavior and resist temptations, even when under pressure. Somewhat likely to think through one's actions, and may be somewhat able to ignore one's impulses while making difficult decisions.

**Self-Confidence:** Moderate

Somewhat likely to have confidence in one’s own skills, abilities and knowledge. Moderately likely to be confident while meeting new people and working towards achieving results. May at times be able to maintain a positive attitude regardless of what others think or do. Somewhat likely to display a propensity for self-acceptance and self-adequacy. May occasionally come across as assertive and advocate one's point of view to bring oneself and clients to a common consensus.

**Stress Tolerance:** Moderate

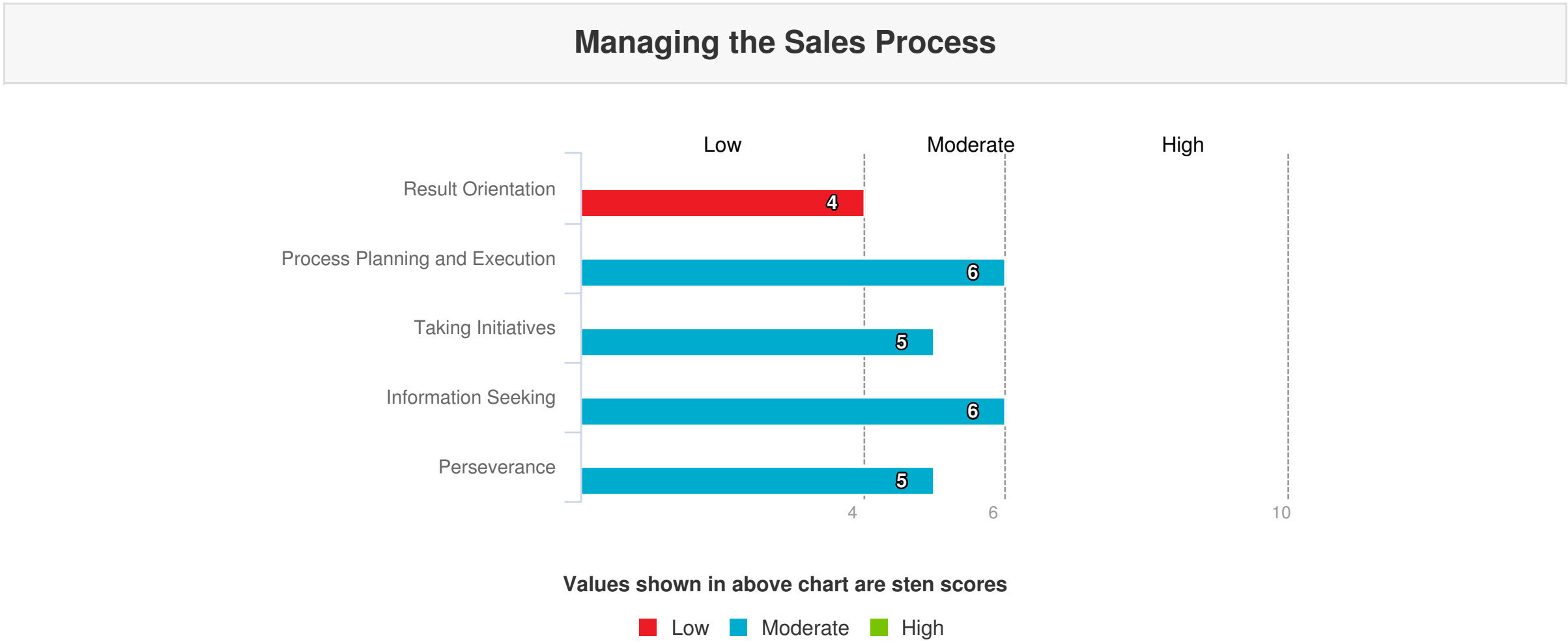
Moderately likely to deal effectively with pressure and may get stressed and frustrated easily. Somewhat likely to get discouraged by setbacks, at times putting sufficient effort to ensure timely and efficient completion of tasks. May at times remain optimistic and not give up even if unsuccessful in some tasks. May occasionally be able to cope with workplace stress and at times become passive when faced with it.

**Achievement Orientation: Low**

Not likely to be comfortable handling tasks that involve risks. Not likely to be intrinsically motivated and driven to achieve excellence. Does not always set high standards for self and others in the team. May tend to work within his/her comfort zone. Likely to rely on others to set deadlines and standards than taking one's own call.

**Learning Agility: Moderate**

Moderately likely to have the ability to reflect on experience, to learn from one's own and others' successes and failures. May at times be able to use the learning in future. May sometimes be willing to seek out challenging experiences and opportunities to develop oneself and others. May occasionally apply new concepts, strategies, behaviors and knowledge to novel problems. May at times use conventional approaches to handle problems.



**Result Orientation: Low**

May rarely be able to actively work towards achieve results on time. Less likely to encourage others to work with dedication and commitment and put in one's best to complete a task. Less likely to understand the consequences of one's actions on the organization. Not very likely to be enthusiastic while working on challenging tasks and may rarely demonstrate a sense of urgency to accomplish goals. Less likely to set high-performance standards for self and others, and try to make efforts to maintain the same.

**Process Planning and Execution: Moderate**

May occasionally plan with a realistic sense of time and resources, and encourage one's team to do the same. Somewhat likely be organized and systematic in one's work. Moderately likely to provide support to team members in planning and execution of their tasks. May at times monitor progress against goals and deadlines. Somewhat likely to effectively plan tasks in order to meet targets in a timely manner, without compromising on quality.

**Taking Initiatives: Moderate**

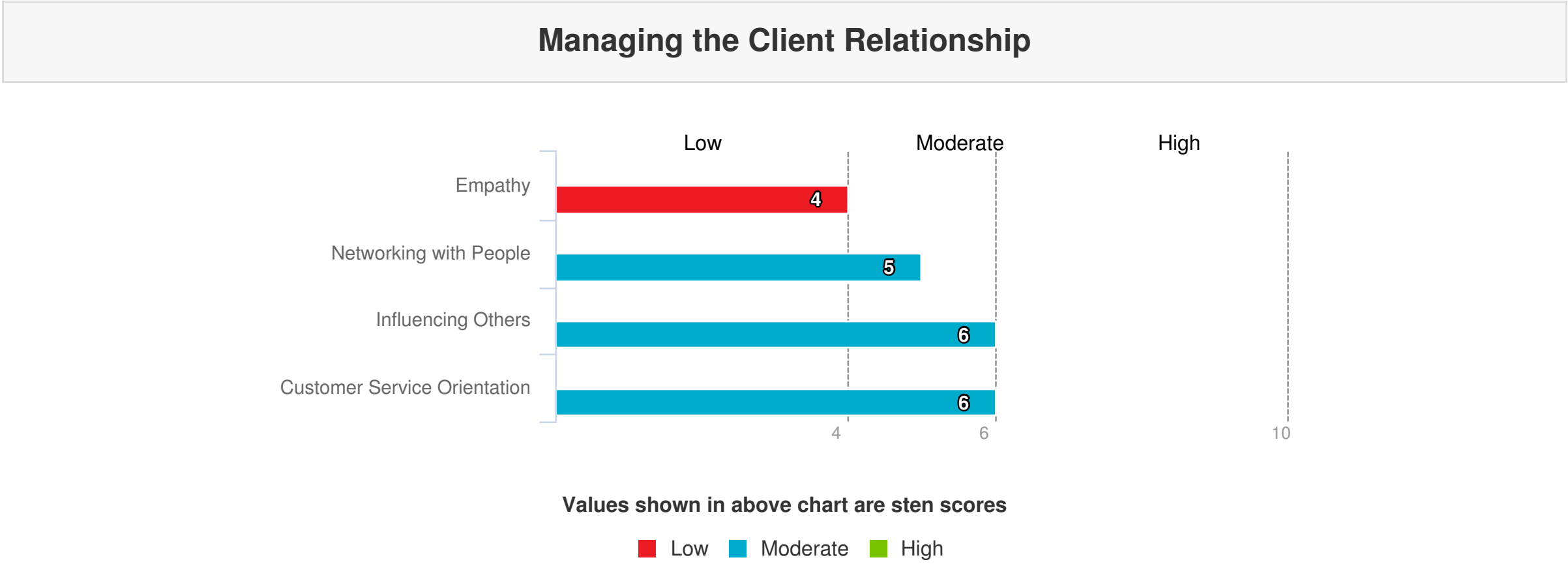
Somewhat likely to be open to new experiences and opportunities and is capable of taking new initiatives at the workplace. Is fairly flexible and self-driven when dealing with novel ideas. Can occasionally express one's own views and convince and direct others when needed.

**Information Seeking: Moderate**

Moderately likely to be efficient at methodically gathering and organizing information and facts needed for solving work related problems and making effective decisions. May occasionally work at keeping oneself up to date by seeking out opportunities to acquire more knowledge, exploring new ideas and being somewhat characteristically self-disciplined and motivated.

**Perseverance: Moderate**

Fairly likely to maintain balance and calm in the face of adverse conditions, to overcome problems. Somewhat likely to focus on channeling effort towards achieving goals. May at times accept responsibility for 'owning' challenges, structuring tasks, implementing plans, completing projects to meet customer and business requirements. Is fairly flexible, sometimes works hard to achieve the desired outcome in different circumstances.



**Empathy: Low**

Not likely to be able to recognize and understand others' needs and feelings, as is not always attuned to people's emotions. Does not come across as amiable and considerate of others' feelings when making decisions and is seldom able to correctly assess people's motivations and passions.

**Networking with People: Moderate**

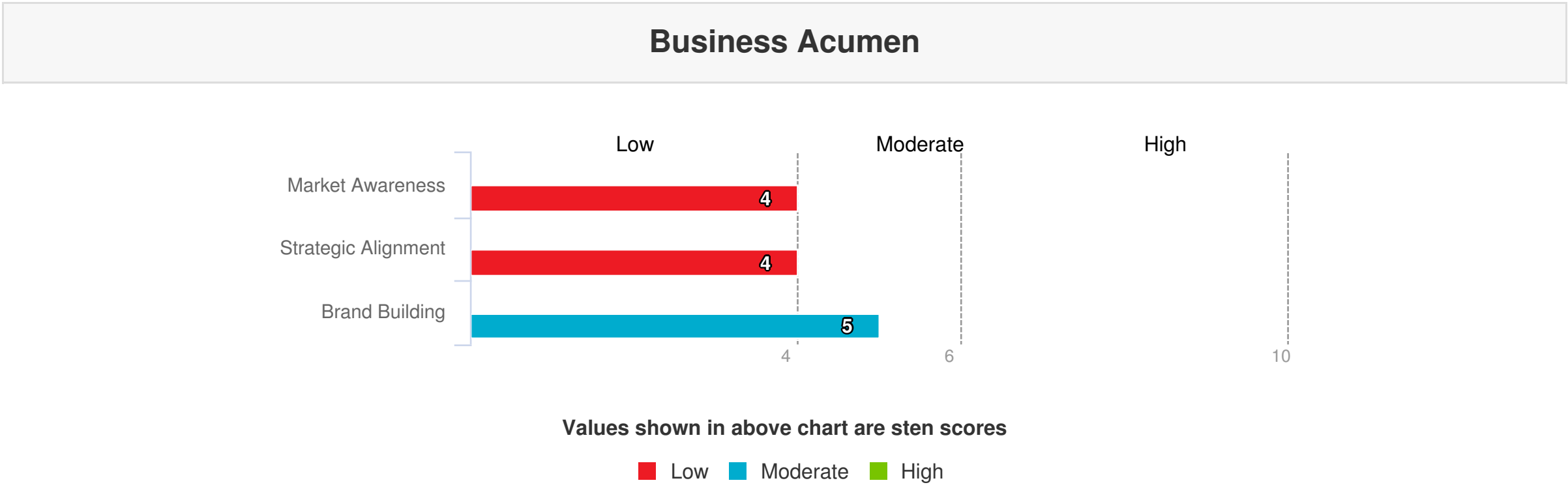
Often comes across as a warm and friendly person, having a mild interest in socializing and establishing contacts and relationships to develop work opportunities. Is fairly skilled at building networks and using them appropriately for professional growth, by occasionally being confident and accommodating in social situations.

**Influencing Others: Moderate**

Often likely to persuade others to take desired action. May sometimes be able to identify and utilize the factors that might influence others to take a particular action. Often likely to be able to convince others and has a fair ability to be a tactful negotiator.

**Customer Service Orientation: Moderate**

Often likely to deal with customer queries, requests and complaints. Somewhat likely to be able to identify potential clients and provide quality service to current clients. May occasionally understand and deliver according to a client's expectations and requirements. May at times be willing and able to modify one's work style and adapt as per the clients.



**Market Awareness: Low**

Not likely to enjoy intellectual pursuits and seldom seeks out opportunities to acquire more knowledge and understanding of the business needs. Not likely to demonstrate interest in understanding the business processes and environment. May not be highly driven and rarely aspires to achieve significant results by being proactive and deliberate, seldom working towards seeing how the customer’s requirements can be met and which solution fits into their needs. Is not very competent or organized and does not always systematically plan for projects. Not likely to scan the market conditions, economic environment, competitive landscapes and seldom tries to understand their impact on the organization's overall goals.

**Strategic Alignment: Low**

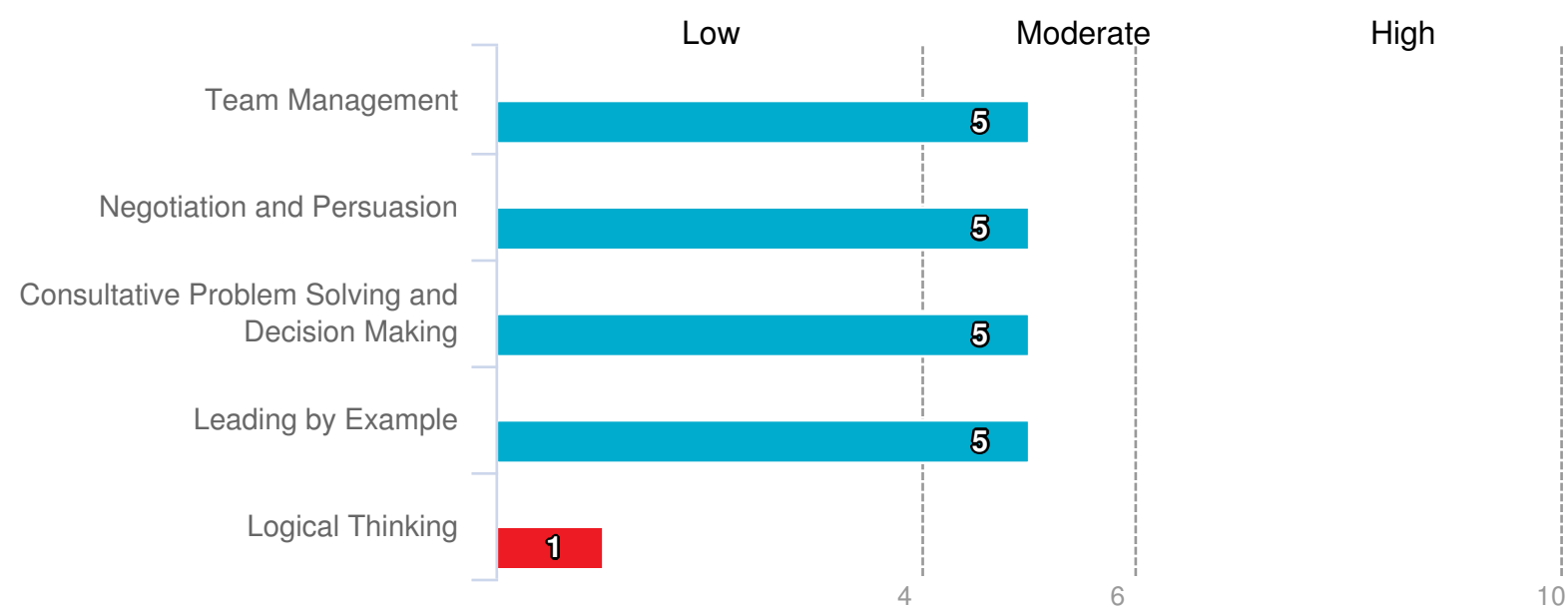
Not likely to develop networks and seldom builds alliances; does not always collaborate across boundaries to build strategic relationships and achieve common goals. Not likely to implement strategic objectives and does not always develop metrics to assess attainment of work unit goals. Not likely to develop project teams and rarely staffs plans based on strategic objectives. Not likely to ensure that the team objectives are consistent with strategic plans. Not likely to align strategic goals, the business model and processes; and the company's culture with key business purpose and core values.

**Brand Building: Moderate**

Often likely to enhance the brand's equity by communicating positively with customers about the products and services, and by sometimes providing timely and efficient assistance to them. Often likely to maintain the brand's position by occasionally exceeding customer expectations by applying a fair understanding of what customers need and value.



# Leadership Skills



Values shown in above chart are sten scores

Low Moderate High

## Team Management: Moderate

Often likely to effectively manage team. Occasionally guides team efforts, tracks team progress, sometimes anticipates roadblocks and at times changes course as needed to achieve team goals. Occasionally sets and communicates clear goals for the team. Partially able to understand the individual differences and provides personal coaching, mentoring, training and uses learning and development approaches at times. Occasionally motivates and encourages team members to learn. Somewhat likely to be attuned to one's and others' emotions and may be capable of understanding and listening to other's problems. At times, provides meaningful feedback to team members to keep them on track toward common goals.

## Negotiation and Persuasion: Moderate

Often likely to be fair at negotiating with and influencing others. Often likely to effectively articulate one's position and occasionally helps others understand the underlying issues and concerns. Likely to be fairly creative, at times thinks 'outside the box' to identify alternative solutions that meet the needs of all stakeholders such as customers and peers. Often likely to develop and use subtle strategies to persuade others, sometimes even in sensitive or high pressure situations.

## Consultative Problem Solving and Decision Making: Moderate

Moderately likely to have the ability to think out-of-the-box to solve various problems. Often likely to analyze problems effectively through brainstorming and sometimes makes appropriate decisions without missing deadlines or causing delays in service. Often likely to develop creative and effective solutions despite the absence of information and short time-frames. May be moderately creative in thinking and in integrating data logically to arrive at solutions. Often likely to solve problems and at times takes decisions through consulting other team members. Occasionally predicts the outcomes of alternatives to solve problems by consulting team members. Often likely to appropriately address the inter-relationships between issues.

## Leading by Example: Moderate

Often likely to lead by example through modeling desired behavior. Often likely to operate professionally, occasionally encourages professional standards in others and addresses any breaches. Often likely to 'walk the talk' and sometimes likely to become a person others want to follow. Occasionally likely to set the right example, at times demonstrates character and sometimes creates a winning culture so that people feel confident about themselves and their work.



**Logical Thinking: Low**

Not likely to demonstrate the ability to design, analyze and evaluate information/problems to achieve a desired goal. Not likely to be a good decision maker, may not always use wide range of information, based on some evidence. May not be able to assess the effectiveness of the opposing argument to test the validity of the proposition. Not very likely to adequately analyze and evaluate evidence/statements/problems logically and may not come up with appropriate solutions. Unlikely to have the ability to quickly identify patterns and the logical rule underlying those patterns to arrive at solutions. Not likely to have an ability to distinguish between points and struggles to put across one's opinions using coherent perspectives. May not be very good at planning processes and strategies.

**Top Career Motivators**

*Money and Incentives*

Likely to consider materialistic gains as a motivator to work. Unlikely to shirk from mundane tasks, if attached to monetary benefits.

**Probable Disadvantage**

May be susceptible to temptation and greed and might be likely to switch jobs if one is offered a higher compensation package in a different organization.

**How to keep the person motivated?**

Attach incentives and monetary rewards to task objectives. Set small time goals which offer immediate gratification rather than long term goals that require perseverance.

*Security and Stability*

Needs to feel safe knowing that one can count on one's job for social and financial security. Likely to prefer a permanent and reliable job position.

**Probable Disadvantage**

May be uncomfortable and nervous during radical changes at work and in certain cases might also show some measure of insecurity and restlessness when new personnel are hired for one's same designation.

**How to keep the person motivated?**

Offer a stable career plan and clarify long term job prospects. Assign projects that seem to portray an image of spanning through a long period of time, such that the individual is assured that he/she has enough reasons to be retained atleast until the completion of said project.

Test Log

13 Sep,2017

07:03 pm	Started the test with Personality Inventory
07:06 pm	Finished Personality Inventory and started Sales Knowledge Test of the test
07:07 pm	Finished Sales Knowledge Test and started Customer Focus Test of the test
07:07 pm	Finished Customer Focus Test and started Motivation Inventory of the test
07:07 pm	Finished Motivation Inventory and started Abstract Reasoning of the test
07:08 pm	Finished the test

