



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Sales Interview Guide

Prepared for:

Demo Sample

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Sales Interview Guide **SUMMARY**

ATTITUDES:

- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Excellent intuitive insights, 'gut instincts'
- Proactive thinking, focuses on consequences

SELF IMAGE:

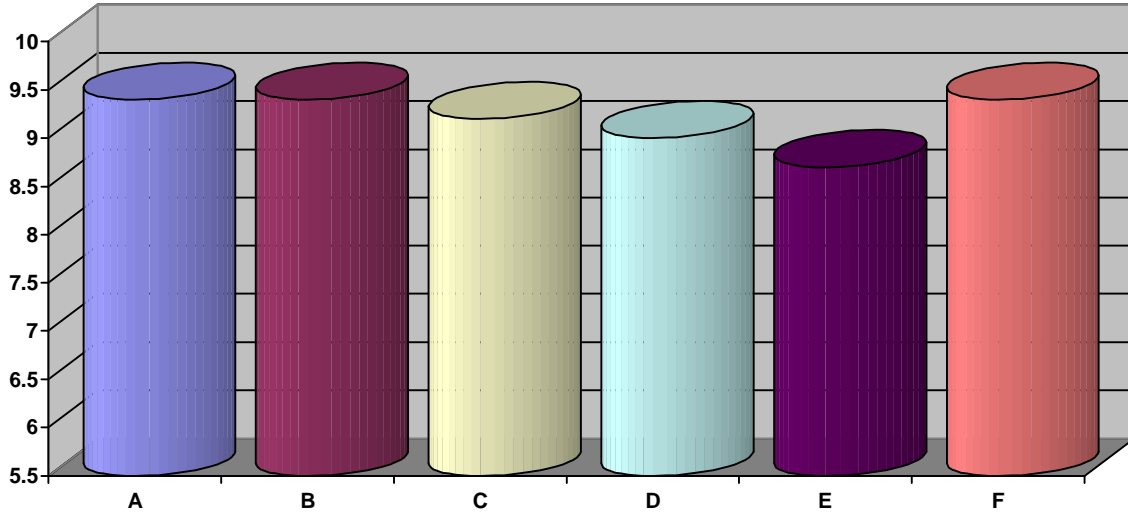
- Doubts and questions about the future
- No fear of failure or success
- Inner directed, sees things their own way

MOTIVATORS:

- Status, recognition
- Sense of commitment to organization or team goals

Sales Interview Guide

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 (Situational 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.

Sales Interview Guide

PERSONAL SALES INVENTORY

PRIORITIZED CORE STRENGTHS

1) Social Recognition: (Motivation) (SL-27A)-Excellent Potential

Highly motivated by a desire to receive social and role recognition, status, and attention.

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

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

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

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

4) Self Assessment: (Ability To Handle Rejection) (SL-7)-Excellent Potential

The ability to realistically see and understand how to utilize personal strengths in sales situations.

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

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

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

Ability to generate and attention to developing realistic confidence about one's ability to perform

7) Role Satisfaction: (Self Starting Ability) (SL-24A)-Excellent Potential

A strong and realistic confidence about one's ability to perform to potential

8) Social Recognition: (Drive) (SL-14A)-Excellent Potential

Driven by the need to attain social and role recognition as well as social power

PRIORITIZED DEVELOPMENT COMMENTS

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

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

2) Results Oriented: (Drive) (SLS-12B)-Real Risk

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

3) Money, Material Things: (Motivation) (SLS-26B)-Real Risk

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

4) Need To Achieve: (Drive) (SLS-13A)-Situational Risk

Lack of attention to inner self worth can lead to push too hard to get things done and to an over commitment of energies.

Sales Interview Guide

PRIORITIZED INTERVIEW NOTES

1) Mission: (Motivation)-Real Risk

Currently they are in transition about their future direction, uncertain about what is best and indecisive about what to do. Remember that they are searching for meaning and purpose. Make certain that you do not hype them such that your drive and energy becomes theirs. Interview them to discover the priorities and values that can drive them.

2) Results Oriented: (Drive)-Real 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.

3) Money, Material Things: (Motivation)-Real Risk

Lack of attention to practical thinking, to results, and to material things can lead them to lack a sense of urgency to take action, to underestimate the value of money to measure their success and to either delay closing or close with preset solutions. Test their ability to stay in touch with prospect and client needs and issues.

4) Need To Achieve: (Drive)-Situational Risk

Tendency to not to give themselves enough credit and blow up their imperfections and mistakes can lead them to promise more than they can deliver, to rush or delay the close, to lack the confidence to move on buying signals. Test their ability to handle criticism. In a mock interview, use critical remarks and objections to test their confidence.