

This assessment is based on the responses given in the Extended DISC® Behavioral Assessment Questionnaire. This assessment should not be the sole criterion for making decisions about this team. The purpose of this report is to provide supporting information both for the manager and the team members in team development.

## (Group Name)

Organization:

## (Organization)

Date:

11.05.2021



(Group Name)

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11.05.2021

## Introduction to the FinxS® Sales 18 Team Report:

This FinxS® Sales 18 Team Report is specifically intended to be used with your FinxS® Sales Capacity Assessment. It is designed to help you to better understand and further develop the skills of your sales team needs to successfully perform the 18 important competences for selling success as measured in the FinxS® Sales Capacity Assessment.

## How to use the FinxS® Sales 18:

This assessment identifies the natural, hard-wired DISC behavioral tendencies in the same 18 competences of selling success to allow you to discover the similarities and differences between the natural behavioral style and the current level of competence of your sales team as measured by FinxS® Sales Capacity Assessment. Each of the 18 competences is deconstructed into individual behavioral competences to allow for a very clear identification of the unique sales strengths and development areas.

Every behavioral competence shows an expectation score of "5". No one will ever score "5" on every competence. Rather, the expectation scores are the ideal, or target, scores that are compared against team members' natural behavioral styles.

Finally, it is highly recommended that you will review the results with a professional facilitator or a sales coach who has been trained to interpret this FinxS® Sales 18 together with your FinxS® Sales Capacity Assessment before you go through the results with your team. They have been professionally trained to interpret both assessments and the consequences of your combined results to develop a clear roadmap to success.



## Disclaimer:

FinxS® Sales 18 results should never, and in no circumstances, be used as the sole criterion to make decisions. It is not designed, and cannot be used, to make "yes-no" hiring decisions. One must always consider many other factors, such as skills, attitudes, intelligence, knowledge, education and experience that are not measured by this assessment.

(Group Name)

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**Prospecting**

Active searching of new potential, qualified customers to ensure there is always sufficient opportunities to create new business. Among the prospecting activities are cold calling, asking for referrals, cultivating existing cold leads, and networking.

**Taking control of the sales call by moving sales process forward**



**Taking initiative to develop new sales opportunities (prospecting)**



**Taking initiative**



**Having the courage to propose what to do**



(Group Name)

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**Selling one's own ideas to others**



**Actively asking questions and proposing new ideas to a customer**



**Actively networking**



**Selling himself constantly**



**Cold calling to book sales appointments**



(Group Name)

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**Actively and promptly contacting a customer**



**Inspiring people to buy into a concept before all data is fully processed**



**Selling the idea to people that they need a change**



**Actively promoting new ideas**



**Keeping the conversation with a customer alive**



(Group Name)

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**Developing new ideas and solutions quickly in a sales meeting**



**Match Percentage**

Person score     Expectation

Donald Banks: 28%

Ellen Barnes: 85%

Denise Jackson: 22%

Mary Jones: 92%

Steve Jones: 48%

Identify your key strengths and development areas for this sales competence.

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(Group Name)

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**Qualifying**

The systematic process of carefully verifying whether or not a prospect is willing and able to buy.

**Asking detailed questions to increase understanding of the big picture**



**Requiring all the details as well as being able to make quick decisions**



**Complex selling that requires custom product solution**



**Knowing when to analyze and when to act**



**Focusing only on the essential information**





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**Focusing on the goal and not on being liked**



**Willing to ask tough questions of prospects and clients**



**Qualifying prospects by asking direct question**



**Asking questions to understand details and the big picture**



**Identifying and bringing up major development needs**





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**Understanding how one's own work affects the overall business result**



**Connecting data with goal and learning what needs to be done next**



**Breaking complex problems into sequential parts**



**Paying attention to the logic in what is being said**



**Finding out what the customer needs by asking questions**



□ Person score    ■ Expectation

**(Group Name)**

Organization:

Date:

**(Organization)**

**11.05.2021**

**Match Percentage**

Donald Banks: 73%

Ellen Barnes: 79%

Denise Jackson: 61%

Mary Jones: 37%

Steve Jones: 88%

Identify your key strengths and development areas for this sales competence.

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(Group Name)

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**Building Rapport**

Creating, developing and maintaining an open and trusting atmosphere for honest communication and sharing of information.

**Sharing information openly with a customer**



**Discussing details positively while providing support**



**Providing detailed help after carefully listening to exact needs**



**Striving for long-term customer relationships**



(Group Name)

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**Treating everyone in a polite manner**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Communicating in a compelling and positive way**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Taking care of customer needs**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Conversing with a customer in a courteous way**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Listening to the prospect's/customer's needs**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

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**Taking care of the customer and creating goodwill**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Discussing and taking care of customer needs**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Follow-up and advising customers**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Maintaining customer-focused attitude**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Being flexible with customers**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

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**Asking for the input and ideas of others**



**Match Percentage**

Person score     Expectation

Donald Banks: 25%

Ellen Barnes: 26%

Denise Jackson: 43%

Mary Jones: 57%

Steve Jones: 23%

Identify your strengths and development area for this sales competence.

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**Following the sales process**

Dutiful and diligent following of a systematic sales process to increase the success of the sales efforts.

**Methodically following the sales process**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5	90%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Mary Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	5	65%

**Systematically managing long and complex sales cycle**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5	90%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Mary Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	5	65%

**Very systematic and focused on the exact topic in hand**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Mary Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	5	80%

**Managing long and complex sales cycle**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Mary Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	5	80%

**Covering all the steps when providing client with information**

Donald Banks:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5	25%



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**Conducting repetitive tasks efficiently**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Following of a process in a steady and exact way**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

**Following a step-by-step plan to achieve the goals**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Preferring routines in a "day-to-day" life**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Consistently following the sales process**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

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**Systematic approach to acquiring new clients (prospecting)**



**Having patience to complete a task**



**Managing long and complex sales cycle with persistent follow-up**



**Pleasant in doing routine work and helping others**



**Staying on task until completion**



□ Person score    ■ Expectation

**(Group Name)**

Organization:

Date:

**(Organization)**

**11.05.2021**

**Match Percentage**

Donald Banks: 76%

Ellen Barnes: 22%

Denise Jackson: 91%

Mary Jones: 25%

Steve Jones: 64%

Identify your strengths and development area for this sales competence.

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(Group Name)

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**Goal Orientation**

Disposition toward developing and demonstrating ability to achieve higher levels of performance and success.

**Focusing only on goals, facts and details**



**Being a demanding goal-setter**



**Being strongly driven by goals**



**Focusing on the goal and not on being liked by the prospect**



**Seeking to continually improve the business performance**



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**Analyzing strong and weak approaches to a problem**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

**Demonstrating resilience in overcoming obstacles to meet and exceed goals**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

**Monitoring the execution of action plans and taking immediate action when needed**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

**Showing courage when faced with opposition in order to promote change**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

**Focusing on the next step and how to proceed**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

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**Aggressively leading the customer toward close**



**Strongly encouraging a prospect to take action**



**Moving the sales process forward to achieve one's goal**



**Being future-focused, wanting to shape the future**



**Brief, goal-oriented customer contacts**



□ Person score    ■ Expectation

**(Group Name)**

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Date:

**(Organization)**

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**Match Percentage**

Donald Banks: 63%

Ellen Barnes: 89%

Denise Jackson: 49%

Mary Jones: 45%

Steve Jones: 78%

Identify your strengths and development area for this sales competence.

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**Gaining Trust**

Respecting the prospects and wanting to keep them positive throughout the sales process. Wanting to understand how the prospect feels.

**Sharing information openly with a customer**



**Respecting other people's opinions and providing them with the support they need**



**Avoiding conflict by adjusting and compromising**



**Explaining all the details to gain approval and generate excitement from everyone**



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**Discussing and providing support to keep client happy**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Treating each person as an individual, making them feel unique**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Maintaining positive customer service**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Communicating in a friendly way with a customer**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	10%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%

**Creating a positive bond with the customer**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Managing ongoing client relationship with consistent follow-up (sales farming)**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Finding a favorable solution**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Maintaining customer trust**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Long-term customer relations -- fulfilling customer needs**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Building a relationship based on trust and communication**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Demonstrating customer focus in all situations**



**Match Percentage**

Person score     Expectation

Donald Banks: 23%

Ellen Barnes: 24%

Denise Jackson: 41%

Mary Jones: 64%

Steve Jones: 21%

Identify your key strengths and development areas for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Controlling the Sales Process**

Actively taking charge of every step of the sales process by clearly defining and agreeing upon all the steps and possible outcomes with the prospect. The purpose is to help guide the prospect toward a decision.

**Taking control and making sure things happen**



**Focusing on the next step and how to proceed**



**Moving the sales process forward to achieve one's goal**



**Goal-oriented customer motivation**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Goal oriented motivation and influencing**



**Having the courage to propose what to do**



**Being able to take over the conversation from where the other person stopped**



**Assertively moving prospects through the sales process**



**Being willing to try new approaches**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Actively asking questions and proposing new ideas to a customer**



**Goal-oriented selling while considering prospects' needs**



**Ensuring that sales meetings end with an action plan**



**Inspiring others to overcome their fears and become excited**



**Selling the idea to people that they need a change**





(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Aiming to close the deal without pushing the customer**



**Match Percentage**

Person score  Expectation

Donald Banks: 34%

Ellen Barnes: 88%

Denise Jackson: 24%

Mary Jones: 77%

Steve Jones: 59%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Handling Objections**

Dealing effectively with statements or questions raised by prospects that imply an unwillingness to buy at the present time.

**Showing courage when faced with opposition in order to promote change**



**Quickly ending communication that is not leading anywhere**



**Being able to take over the conversation from where the other person stopped**



**Goal-focused negotiating**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Taking active role in tougher sales situations**



**Finding ways to handle objections to make prospect view issue differently**



**Challenging a prospect to question their own opinion**



**Assertively moving prospects through the sales process**



**Asking questions that challenge the customer's perception**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Actively asking questions and proposing new ideas to a customer**



**Goal-oriented selling while considering prospects' needs**



**Asking questions to support drawing intuitive conclusions on how to solve a problem**



**Selling one's own ideas to others**



**Promoting own ideas enthusiastically even when facing opposition**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Selling the idea to people that they need a change**



**Match Percentage**

Person score     Expectation

Donald Banks: 35%

Ellen Barnes: 91%

Denise Jackson: 24%

Mary Jones: 77%

Steve Jones: 61%

Identify your strengths and development area for this sales competence.

---



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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Questioning Effectiveness**

A structured and effective way of using well thought-out questions to reveal the prospect’s true issues and challenges. Questions are used not only to help the prospect to share important and necessary information to discover if the solution can solve their problem, but also aid them in self-discovering previously unidentified issues.

**Asking detailed questions to increase understanding of the big picture**



**Identifying the goal and focusing solely on it**



**Willing to ask tough questions of prospects and clients**



**Focusing only on the essential information**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Analyzing strong and weak approaches to a problem**



**Understanding what skills an organization needs and it currently has**



**Creating a variety of approaches to problem solving**



**Qualifying prospects by asking direct question**



**Being able to take over the conversation from where the other person stopped**





(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Challenging a prospect to question their own opinion**



**Focusing on the next step and how to proceed**



**Asking questions that challenge the customer's perception**



**Identifying and bringing up major development needs**



**Using other person's own logic to challenge what that person is saying**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

Challenging the other person to change their opinion



Match Percentage

Person score  Expectation

Donald Banks: 64%

Ellen Barnes: 91%

Denise Jackson: 47%

Mary Jones: 46%

Steve Jones: 77%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Active Listening**

Actively hearing and explicitly attempting to comprehend the meaning of the prospect’s communication.

**Providing detailed help after carefully listening to exact needs**

Donald Banks:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Ellen Barnes:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%
Mary Jones:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	<b>5</b>	35%
Steve Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%

**Listening attentively and asking specifying questions**

Donald Banks:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	<b>5</b>	35%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%
Mary Jones:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Steve Jones:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%

**Discussing and providing support to keep client happy**

Donald Banks:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Ellen Barnes:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%
Steve Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%

**Adjusting one’s approach with different people**

Donald Banks:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Ellen Barnes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Denise Jackson:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	<b>5</b>	35%
Mary Jones:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Steve Jones:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%

**Actively listening and directing the customer**

Donald Banks:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Ellen Barnes:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	<b>5</b>	35%
Denise Jackson:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Steve Jones:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%

(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Being an eager learner**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Having patience to listen to the customer**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Allowing others to talk while expressing that he/she is listening**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

**Being prepared to listen to new ideas**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

**Asking for the input and ideas of others**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

(Group Name)

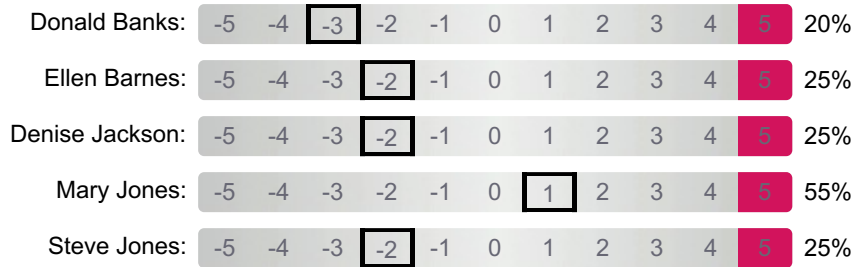
Organization:

Date:

(Organization)

11.05.2021

**Listening by being present and available**



**Picking up on others' emotions even when not articulated**



**Actively listening to the prospect's/customer's needs**



**Actively and attentively listening to understand everything**



**Aligning to the other's emotions even when not articulated**



□ Person score    ■ Expectation

**(Group Name)**

Organization:

Date:

**(Organization)**

**11.05.2021**

**Match Percentage**

Donald Banks: 25%

Ellen Barnes: 26%

Denise Jackson: 41%

Mary Jones: 60%

Steve Jones: 23%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Critical Thinking**

The mental process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and evaluating information to discover if there is connection between the prospect’s challenges and the sales professional’s solution.

**Trying to connect the details to the big picture**



**Gathering, analyzing, and leveraging data from many sources to understand the environment**



**Sustaining a permanent state of change toward perfection**



**Encouraging others to focus on details when brainstorming**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Willing to ask tough questions of prospects and clients**



**Analyzing strong and weak approaches to a problem**



**Creating a variety of approaches to problem solving**



**Knowing when to analyze and when to act**



**Being ready to challenge immediately**





(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Influencing others with soundly reasoned business proposals**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Asking questions to understand details and the big picture**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

**Asking questions that challenge the customer's perception**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Connecting data with goal and learning what needs to be done next**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

**Breaking complex problems into sequential parts**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Paying attention to the logic in what is being said**



**Match Percentage**

Person score     Expectation

Donald Banks: 79%

Ellen Barnes: 77%

Denise Jackson: 66%

Mary Jones: 33%

Steve Jones: 85%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Initiative**

The aspiration to achieve something, or to succeed, accompanied with motivation, determination and an internal drive to continually perform at a higher level.

**Strong emphasis on managing details and finding ways to improve them**



**Sustaining a permanent state of change toward perfection**



**Taking control and making sure things happen**



**Being strongly driven by goals**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Taking initiative to develop new business opportunities**



**Demonstrating resilience in overcoming obstacles to meet and exceed goals**



**Being a tough decision-maker**



**Showing courage when faced with opposition in order to promote change**



**Constantly striving to achieve higher levels of performance**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Taking initiative to achieve goals**



**Taking initiative**



**Stepping 'up a gear' to cope with change**



**Acting independently when with no instructions**



**Getting involved and taking action during crises**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

Pushing ideas through



Match Percentage

Person score  Expectation

Donald Banks: 58%

Ellen Barnes: 89%

Denise Jackson: 44%

Mary Jones: 50%

Steve Jones: 76%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Presenting**

The act of skillfully and compellingly communicating the proposed solution’s effectiveness in solving the prospect’s issues.

**Straight-forward and to the point customer contacts**



**Goal oriented motivation and influencing**



**Courageous expression of own opinions and ideas to a customer**



**Making dramatic, engaging and goal-focused presentations**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Simplifying complicated matters**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Performing to large and diverse groups of people**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

**Being able to visualize long-term consequences**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Using data to sell ideas to others**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Actively asking questions and proposing new ideas**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Communicating a compelling vision of the future that others want to be part of**



**Inspiring others to overcome their fears and become excited**



**Inspiring people to buy into a concept before all data is fully processed**



**Being a positive change agent and able to create excitement**



**Selling the idea to people that they need a change**



(Group Name)

Organization:

Date:

(Organization)

**11.05.2021**

**Positively influencing customer toward own goal**



**Match Percentage**

Person score     Expectation

Donald Banks: 34%

Ellen Barnes: 88%

Denise Jackson: 25%

Mary Jones: 83%

Steve Jones: 55%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Time Management**

The ability to use one's time effectively or productively, especially at work. It is the process of organizing and planning how to productively divide time between specific sales activities.

**Communicating details in a goal-oriented way**



**Straight-forward and to the point customer contacts**



**Taking control and making sure things happen**



**Identifying the goal and focusing solely on it**



(Group Name)

Organization:

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**Reacting quickly and decisively to unexpected changes and events**



**Prioritizing the most effective thing first**



**Trusting on intuition on what is needed in order to understand the big picture**



**Quickly ending communication that is not leading anywhere**



**Strongly encouraging a prospect to take action**



(Group Name)

Organization:

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**Making fast decisions based on achieving goals**



**Taking quick action when nothing develops**



**Actively asking questions and proposing new ideas to a customer**



**Participating in several projects at the same time**



**Short-term selling; inspiring and motivating buyers quickly**



(Group Name)

Organization:

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Responding actively to prospect's request for details



Match Percentage

Person score  Expectation

Donald Banks: 59%

Ellen Barnes: 94%

Denise Jackson: 39%

Mary Jones: 53%

Steve Jones: 70%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Dealing with Failure**

The ability to recover from setbacks and losses while gaining resiliency and ability to better deal with adversity.

**Being a risk taker**



**Making risky decisions quickly**



**Bravely moving forward to next step after failing on previous one**



**Speaking out regardless of consequences**



**Trusting on intuition on what is needed in order to understand the big picture**



(Group Name)

Organization:

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**Daring to enter totally new areas**

Donald Banks:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Denise Jackson:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Mary Jones:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%

**Making courageous and risky decisions when under pressure**

Donald Banks:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	<b>5</b>	90%
Denise Jackson:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	<b>5</b>	80%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	<b>5</b>	80%

**Taking spontaneous risky decisions**

Donald Banks:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	<b>5</b>	90%
Denise Jackson:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	<b>5</b>	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	<b>5</b>	90%
Steve Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%

**Taking risks in crisis situations**

Donald Banks:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Denise Jackson:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Mary Jones:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	<b>5</b>	65%

**Getting involved and taking action during crises**

Donald Banks:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	<b>5</b>	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>	100%
Denise Jackson:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	<b>5</b>	25%
Mary Jones:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	<b>5</b>	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	<b>5</b>	80%



(Group Name)

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**Showing excitement toward new goals**



**Finding creative ways of doing old routines**



**Being willing to try a new course of action**



**Turning negative into positive in people's minds**



**Being open to new experiences, ideas, and cultures**



□ Person score    ■ Expectation

**(Group Name)**

Organization:

Date:

**(Organization)**

**11.05.2021**

**Match Percentage**

Donald Banks: 51%

Ellen Barnes: 93%

Denise Jackson: 33%

Mary Jones: 59%

Steve Jones: 64%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Determined Competitiveness**

Having a strong desire to be better and be more successful than others and to never lose. Consistently and persistently striving to improve the level of performance to win at any cost.

**Sustaining a permanent state of change toward perfection**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

**Reaching perfection by renewing things, systems and methods**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

**Taking control in pressure situations**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

**Being a demanding, fast-moving creator of resources**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

(Group Name)

Organization:

Date:

(Organization)

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**Seeking to continually improve the business performance**



**Taking strong action against resistance to change**



**Facing a tough and competitive environment**



**Actively seeking completely new solutions**



**Keeping the organization on a continual improvement process**



(Group Name)

Organization:

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**Being willing to invent and try anything new in the search for improvement**



**Thinking "outside the box"**



**Focusing on winning**



**Demanding maximum performance level**



**Driving decision making processes**



(Group Name)

Organization:

Date:

(Organization)

**11.05.2021**

**Working under strong pressure for results**



**Match Percentage**

Person score     Expectation

Donald Banks: 67%

Ellen Barnes: 86%

Denise Jackson: 49%

Mary Jones: 40%

Steve Jones: 83%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Money Concept**

Objective and non-emotional views and beliefs about money. It is seen as an abundant resource that is simply used to measure performance and value of the product.

**Communicating the value of one's product or service to a prospect**



**Straight-forward and to the point customer contacts**



**Speaking out regardless of consequences**



**Providing the customer with facts and direct feedback**



**Willingness to remain emotionally neutral when meeting resistance**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Focusing only on the essential information**



**Influencing others with soundly reasoned business proposals**



**Courageous expression of own opinions and ideas to a customer**



**Goal-focused and direct communication**



**Having the courage to propose what to do**





(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Asking questions that challenge the customer's perception**



**Understanding how one's own work affects the overall business result**



**Explaining the cost to a client in a clear and logical way**



**Actively and promptly contacting a customer**



**Explaining the value of what they pay for to prospects**



□ Person score    ■ Expectation

**(Group Name)**

Organization:

Date:

**(Organization)**

**11.05.2021**

**Match Percentage**

Donald Banks: 61%

Ellen Barnes: 90%

Denise Jackson: 46%

Mary Jones: 52%

Steve Jones: 75%

Identify your strengths and development area for this sales competence.

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(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Emotional Detachment**

The ability to avoid getting engaged in the sales process with one’s own or the prospect’s emotions. It shields the sales professional from reacting emotionally instead of objectively and rationally.

**Managing emotions to remain calm when meeting resistance**



**Communicating the value of one's product or service to a prospect**



**Communicating details in a goal-oriented way**



**Focusing solely on completing a task without allowing distractions**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Concentrating on facts**



**Direct, goal focused communication**



**Providing the customer with facts and direct feedback**



**Willingness to remain emotionally neutral when meeting resistance**



**Judging others based on facts and data**



(Group Name)

Organization:

Date:

(Organization)

11.05.2021

**Influencing others with soundly reasoned business proposals**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Moving the sales process forward to achieve one's goal**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

**Paying attention only to the essential information**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

**Using data to sell ideas to others**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

**Striking a balance between people and tasks/things**

Donald Banks:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ellen Barnes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Denise Jackson:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mary Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Steve Jones:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

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**Focusing on the next step in the sales process**



**Match Percentage**

Person score  Expectation

Donald Banks: 75%

Ellen Barnes: 72%

Denise Jackson: 64%

Mary Jones: 38%

Steve Jones: 74%

Identify your strengths and development area for this sales competence.

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