

FinxS® Sales Manager 18 (Job Template + Flexibility Zones)

FinxS®

This assessment is based on the responses given in the Extended DISC® Behavioral Analysis Questionnaire. This assessment should not be the sole criterion for making decisions about this person. The purpose of this assessment is to provide supporting information for the respondent in self-development.

Jan Przykładny

Organization:

ExtendedDISC

Date:

23.04.2011



Introduction to the FinxS® Sales Manager 18:

This FinxS® Sales Manager 18 is designed to help you to better understand and further develop your skills to successfully perform 18 important competences for managing sales. All of the competences can be learned and you can be good at any of them. However, some of the competences come more naturally for you, whereas others require more practicing and understanding how to think and act to succeed with them. The report does not take into account what you have learned but focusing on what is natural - and what is not - for you.

How to use the FinxS® Sales Manager 18:

This assessment identifies your natural, hard-wired DISC behavioral tendencies in the 18 sales manager competences. Each of the 18 competences is deconstructed into individual behavioral competences to allow for a very clear identification of your unique sales strengths and development areas.

You will notice that 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, that are compared against your natural behavioral style.

If you keep in mind that this report focuses on what is natural for you, you will notice that you will agree with most of your results. However, you may have some reluctance to accept certain development areas. Again, this is a very normal reaction as it is always more difficult for everyone to explore their weakness or blind spots that are impeding their present level of success. Also, keep in mind the purpose of this assessment is to provide guidance on how you can become even more successful and the scores do not measure any behavioral modifications that you make. It simply identifies your natural, unmodified DISC style.

Finally, it is highly recommended that you will review your results with a professional facilitator who has been trained to interpret this FinxS® Sales Manager 18 report. They have been professionally trained to interpret the assessment and how to develop a clear roadmap for your success.



Sales Manager competences:

The sales manager competences identified in the FinxS® Sales Manager 18 report are: Managing Sales, Managing Sales Process, Managing Change, Managing Talent, Sales Leadership, Holding Accountable, Providing feedback, Communication, Hiring Talent, Sales Coaching, Training Sales, Key Account Management, Terminating Employees, Social Selling, Self-Criticism, Delegation, Goal Setting, and Supporting. More detailed description of each of the competences can be found in the report sections covering each competence.

Questions to increase your understanding of your sales manager competences

FinxS® Sales Manager 18 report concentrates on how natural each of the competences are for you. It does not take into account what you have learned during your career or what is needed from you at the moment and in the future. In order to best use the results of this report, you could ask yourself the following questions (after being properly facilitated to understand the meaning of each of the competences and your scores):

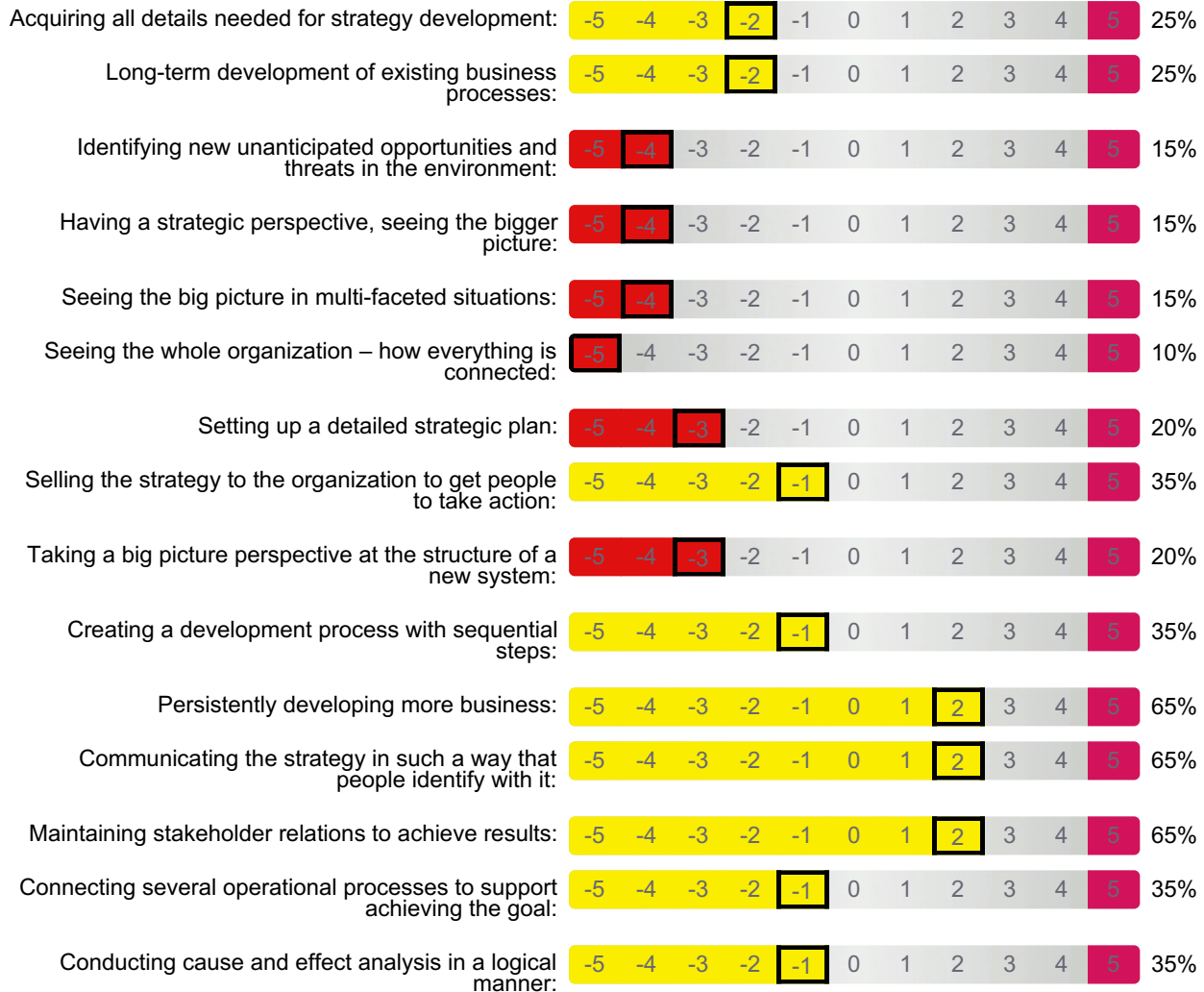
1. Are you utilizing and making the best out of the competences that are the most natural for you?
2. When acquiring additional skills and knowledge, have you focused on competences that are your natural strengths or weaknesses?
3. How well do your natural strengths meet with your current sales manager role?
4. How to adjust your management style with different types of sales professionals?
5. What competences are most critical to you at the moment?

Disclaimer:

FinxS® Sales Manager 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.

Managing Sales

Having a high level understanding of the role of sales in the company's business, anticipating clients' future needs and communicating them to product development, understanding the finances relating to sales, managing sales as a critical corporate function.



Competence Match Percentage: 32%

□ Person score ■ Expectation

Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioral style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

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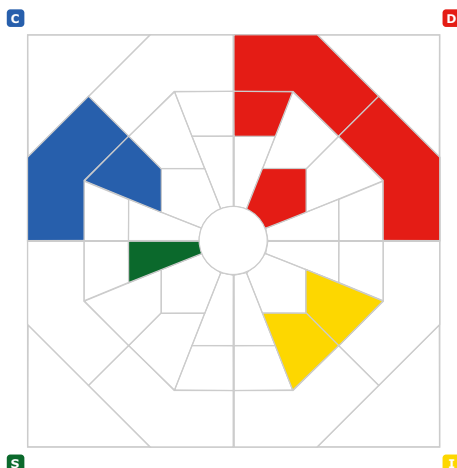
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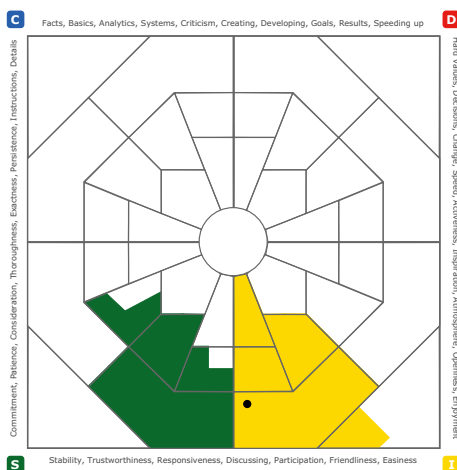
Managing Sales - Required Behaviors

Below is the visual representation where the required behaviors to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



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Managing Sales Process

Creating a sales process that is based on measurable results and communicating it in a clear and undisputable manner. Making sure everyone follows the process and taking immediate corrective action when not. Being ready to change the process when identifying something could be done better.



Competence Match Percentage: 24%

□ Person score ■ Expectation

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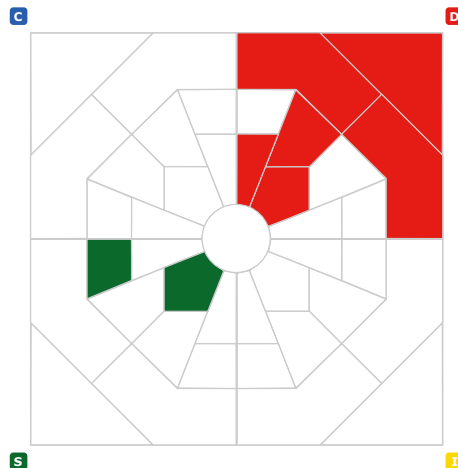
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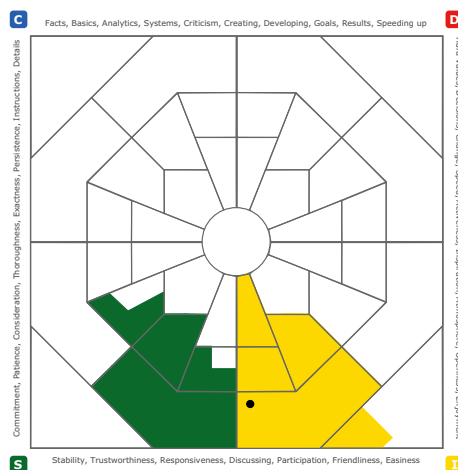
Managing Sales Process - Required Behaviors

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Your Natural Comfort Area

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Managing Change

Understanding constant change is needed as everything around the business is also constantly changing. Both looking for opportunities to anticipate change and reacting quickly to changes in the environment. Considering change more as an opportunity than a threat.



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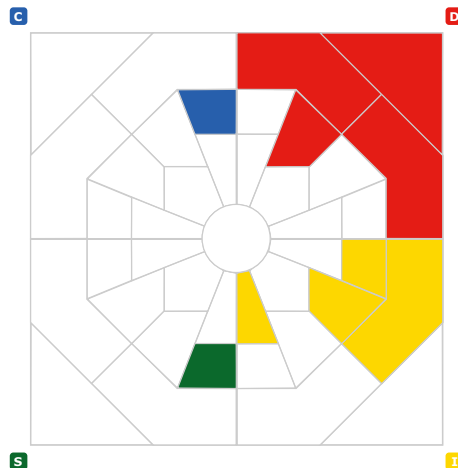
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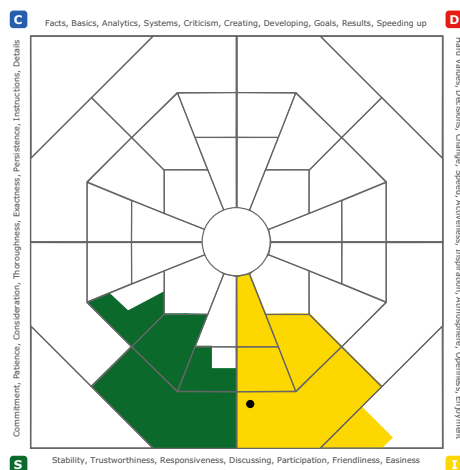
Managing Change - Required Behaviors

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Your Natural Comfort Area

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Managing Talent

Having the ability to focus on developing peoples' skills and requiring everyone to aim for their best. Giving time and focus to everyone to identify their unique skills and the exact areas where they need further development. Keeping people motivated to improve their skills and develop independently.

Being able to identify all details needed to develop a certain skill:  20%

Understanding what skills an organization needs and it currently has:  15%

Making sales people critically assess their performance:  15%

Keeping the organization on a continual improvement process:  20%

Engaging sales people to compete on self-development:  25%

Maximum utilization of the skills of each team member:  20%

Setting measurable and challenging development goals for sales people:  20%

Pointing out clearly the development needs required to achieve the goals:  25%

Encouraging sales people to active sharing of ideas:  55%

Constant, positive encouragement of people:  55%

Being an active developer of others' skills:  65%



Inspiring and encouraging people:  55%

Developing encouraging work environment for sales people:  55%

Encouraging sales people to become more eager to learn:  65%

Respecting other people's ideas and knowledge:  100%

Competence Match Percentage: 41%

 Person score  Expectation

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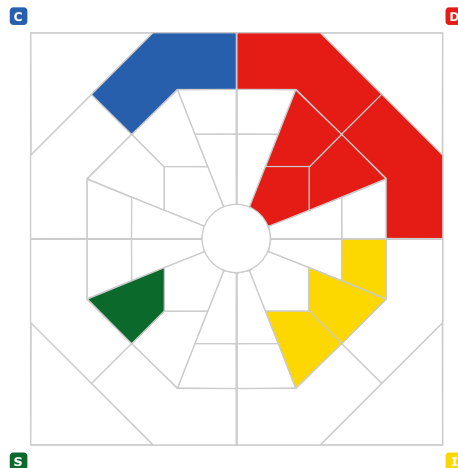
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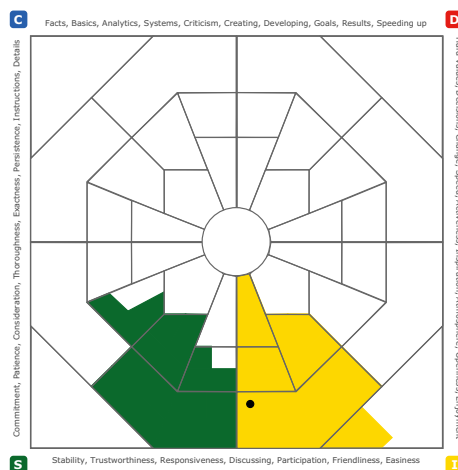
Managing Talent - Required Behaviors

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Your Natural Comfort Area

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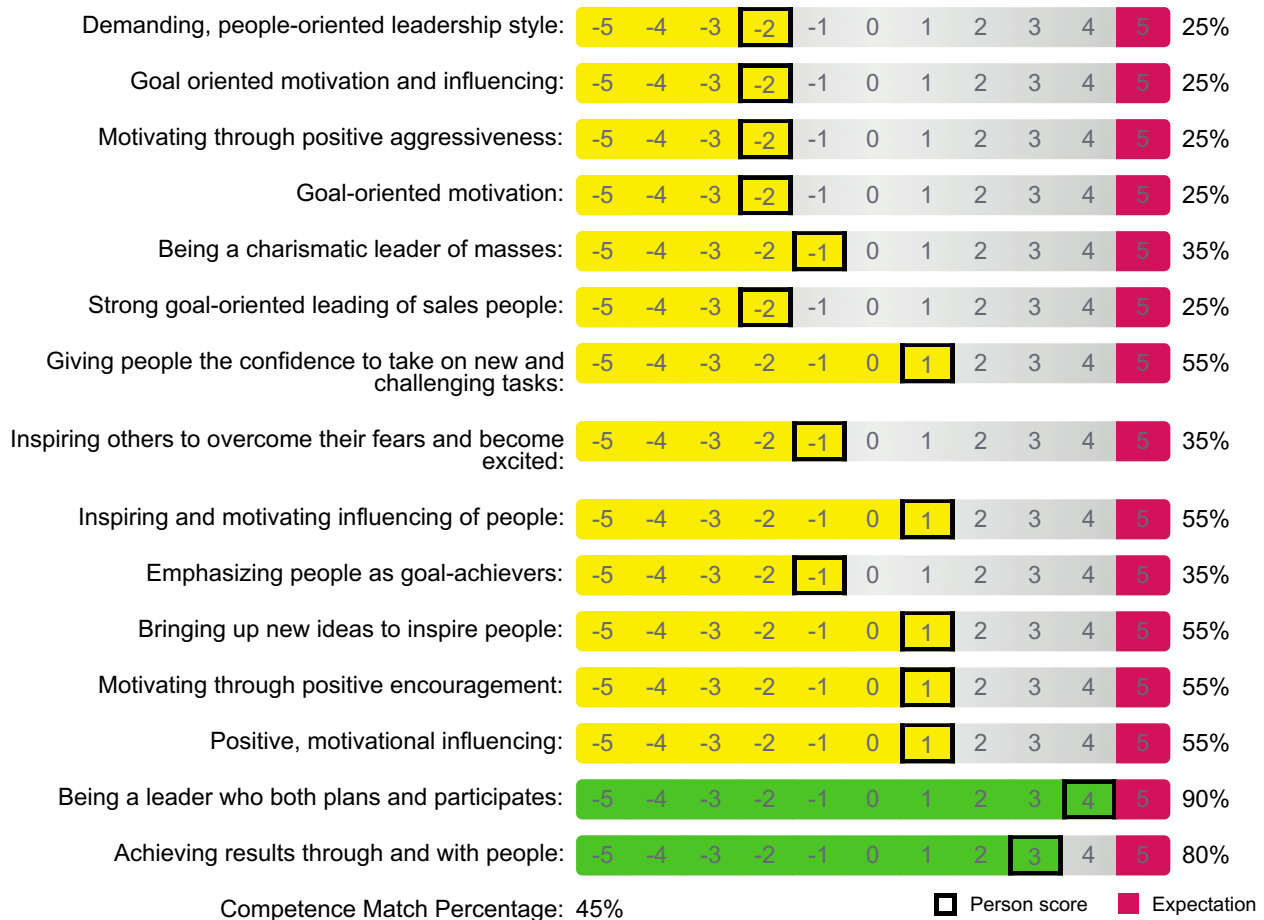
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Sales Leadership

Being a role model, inspirer and motivator to the sales professionals. Communicating in a goal focused and motivating manner with the purpose of keeping the salespeople active and focused. Providing immediate feedback as well as coaching and mentoring the sales force. Being able to utilize and develop the strengths of each individual.



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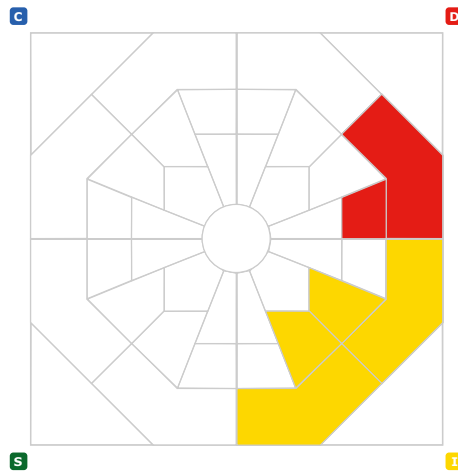
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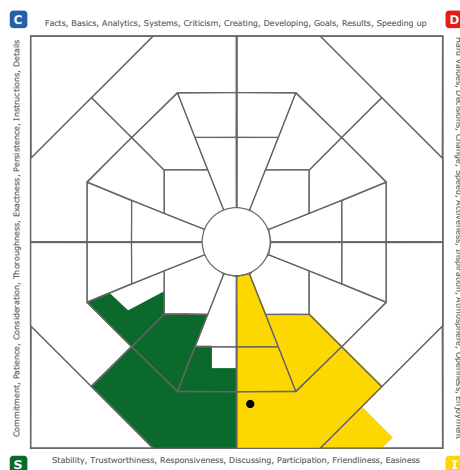
Sales Leadership - Required Behaviors

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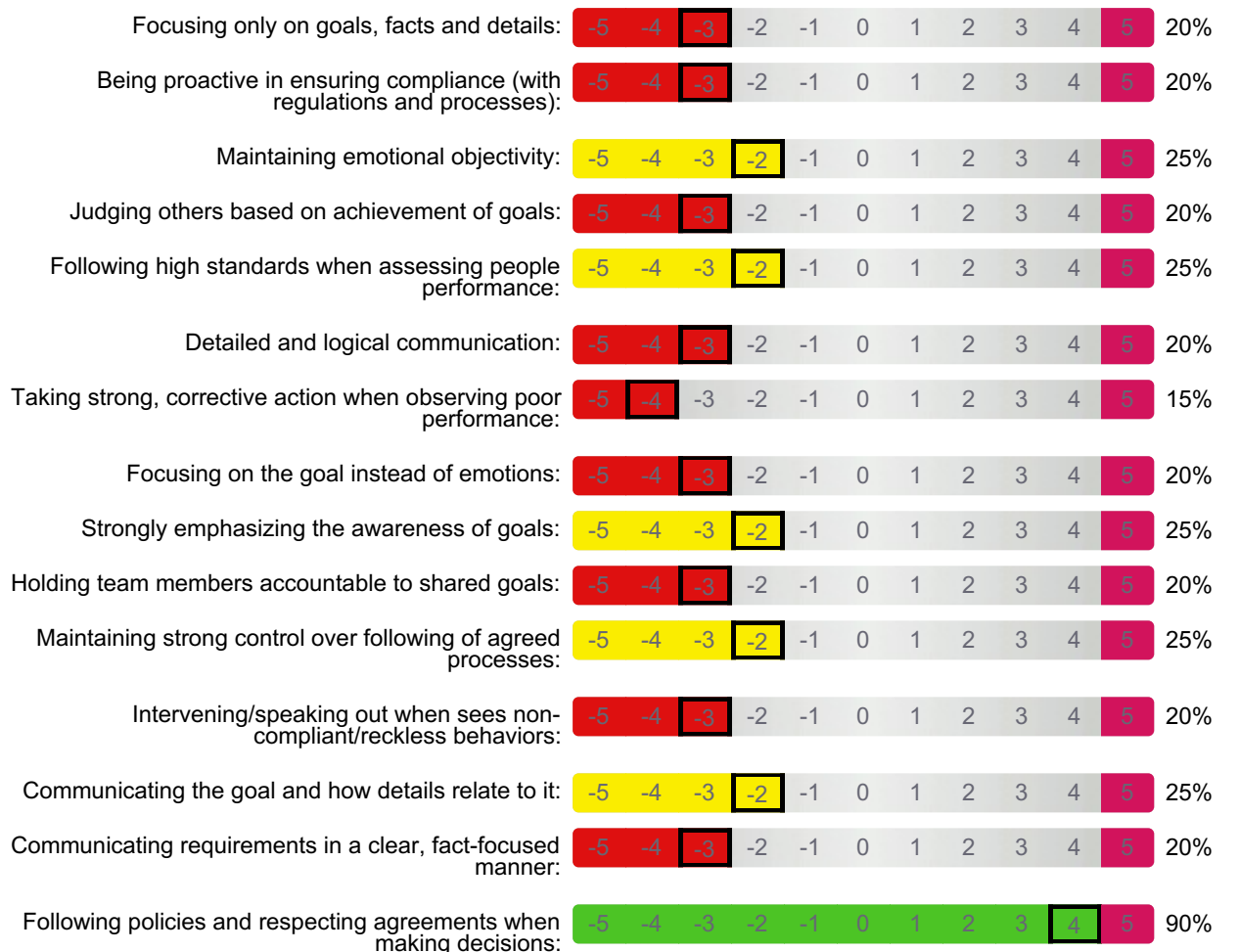
Jan Przykładowy

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Holding Accountable

Making sure everyone knows what their responsibilities and goals are. Constantly following up on performance and achievement of goals. Taking immediate action and not accepting poor behavior. Expressing clearly one's expectations and providing direct feedback.



Competence Match Percentage: 26%

□ Person score ■ Expectation

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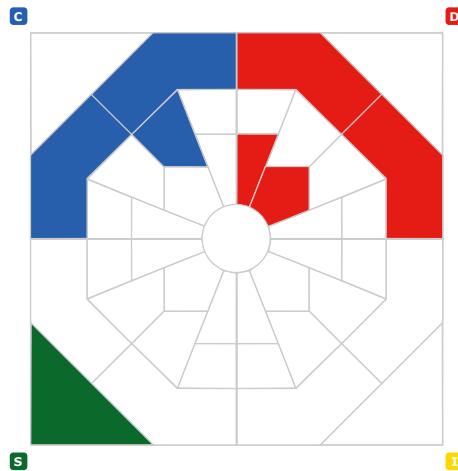
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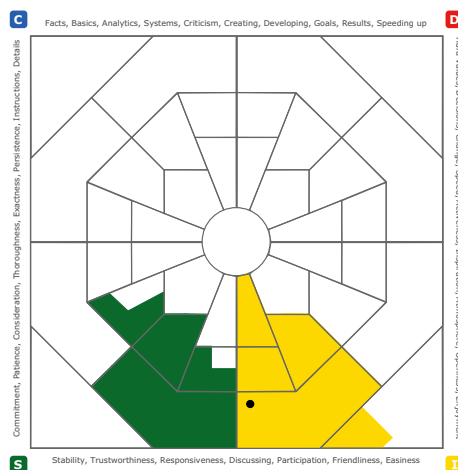
Holding Accountable - Required Behaviors

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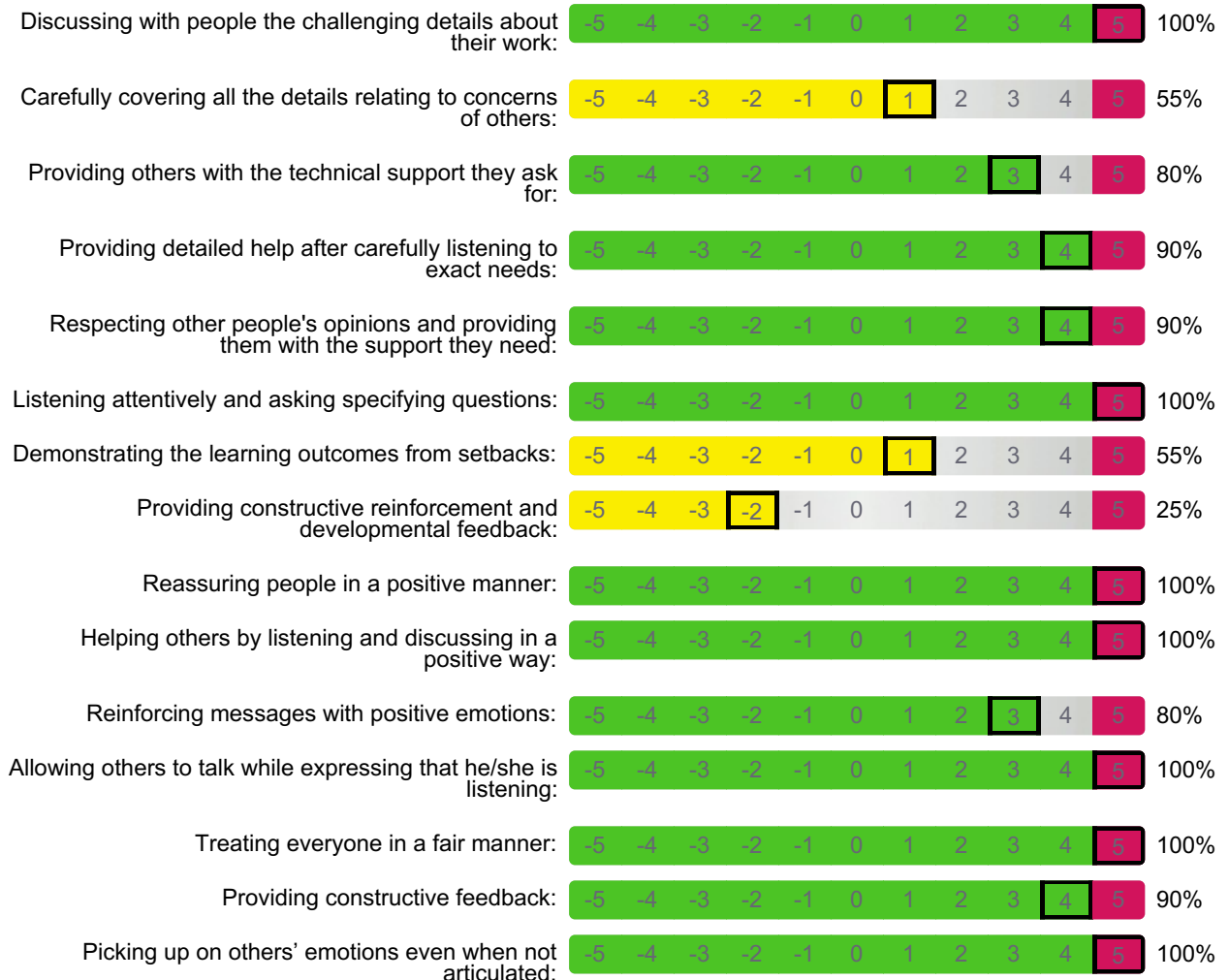
Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



Providing Feedback

Providing constructive feedback on both positive and negative aspects of performance. Focusing both on facts and emotions on feedback. Explaining thoroughly the reasoning behind the feedback, asking for comments and committing to jointly agreed plans. Being available when asked for feedback.



Competence Match Percentage: 84%

□ Person score ■ Expectation

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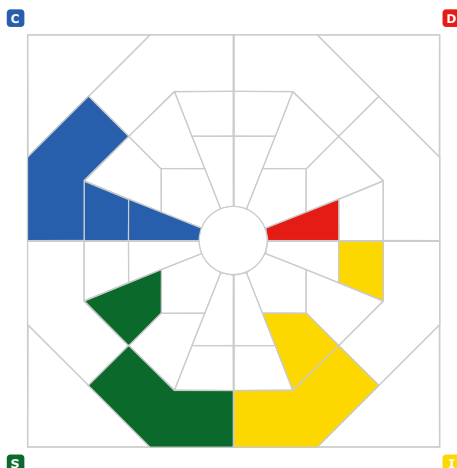
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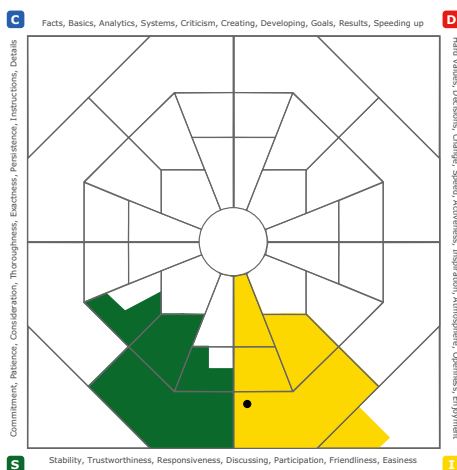
Providing Feedback - Required Behaviors

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Your Natural Comfort Area

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Communication

Being an active communicator on both positive and negative aspects of performance. Using communication as a method to manage sales. Being able to focus on both facts and emotions. Being able to adjust communication to the situation and audience. Understanding when it is time to talk and when time to listen.



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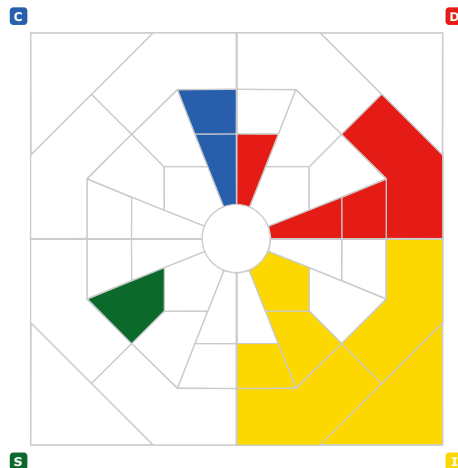
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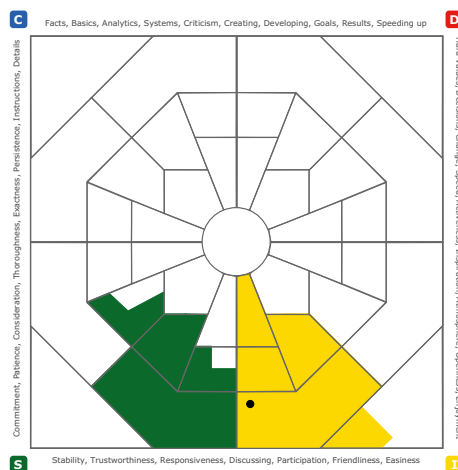
Communication - Required Behaviors

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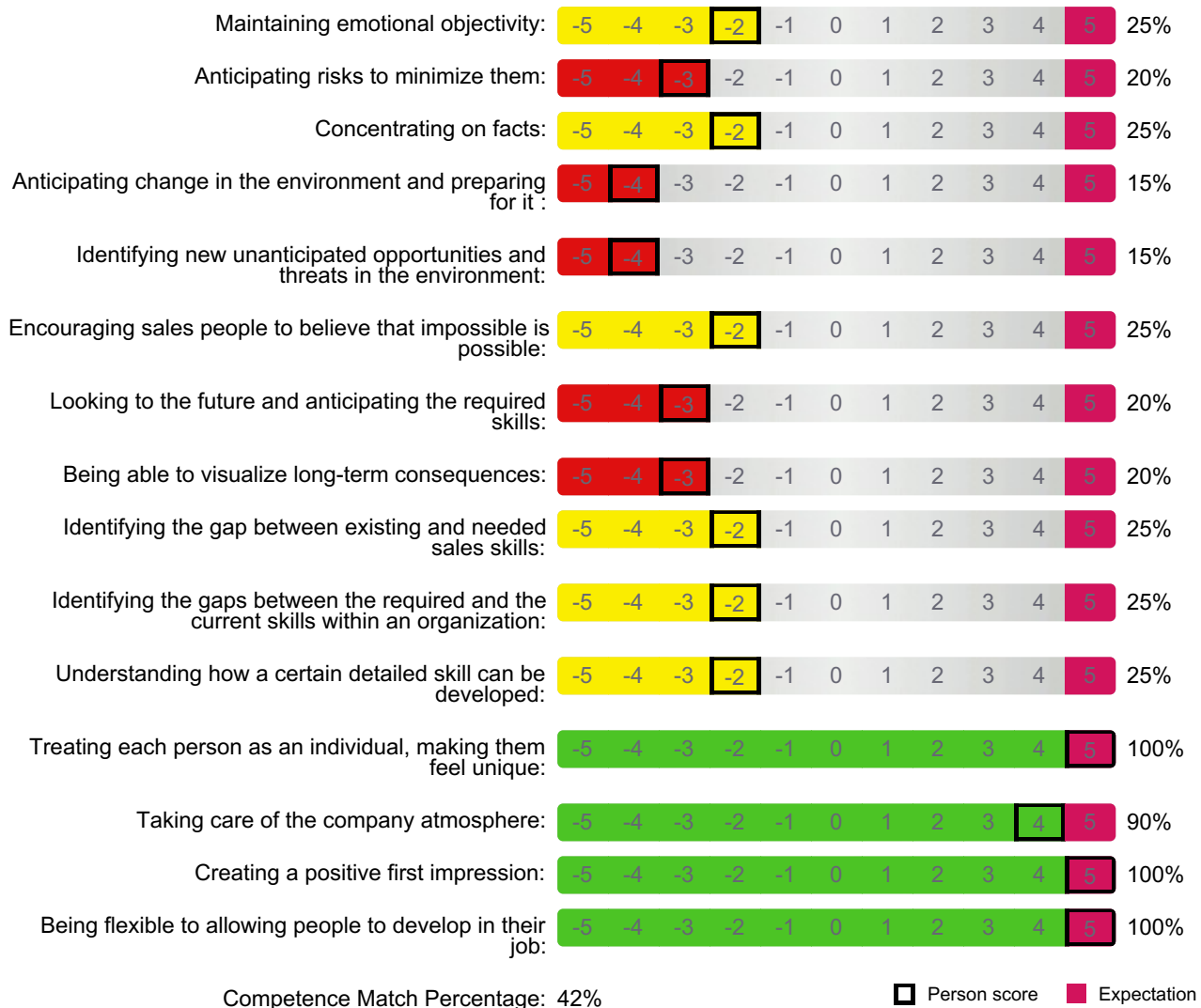
Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



Hiring Talent

Identifying the current and future needs of the organization and understanding the skills needed to meet with those needs. Paying attention to skills and potential of a candidate and putting aside own preferences and emotions. Understanding how a certain skill can be developed to benefit the growth of the organization. Creating an environment where people like to work.



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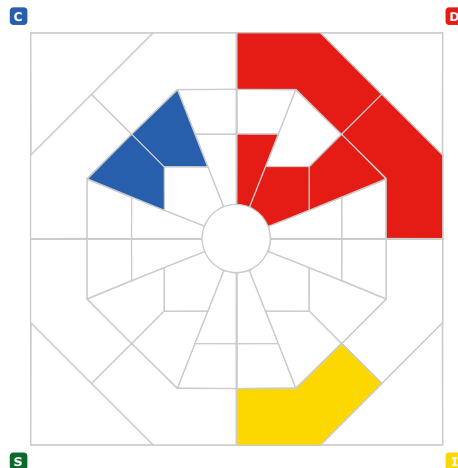
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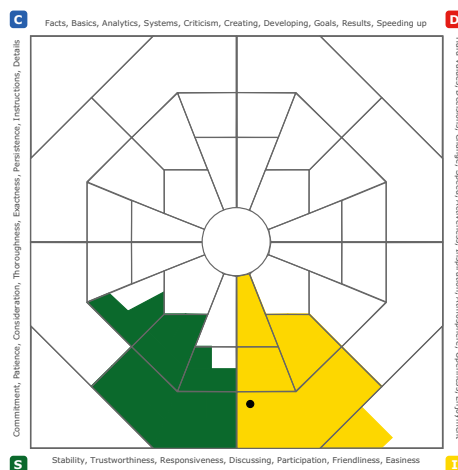
Hiring Talent - Required Behaviors

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Your Natural Comfort Area

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Sales Coaching

Paying attention to each sales professional to understand their individual areas of development and the potential that is not yet fully utilized. Helping a person to understand what their strengths and development areas are. Working together with a coachee to create a development plan that aims to improve their sales performance. Following up on its execution.



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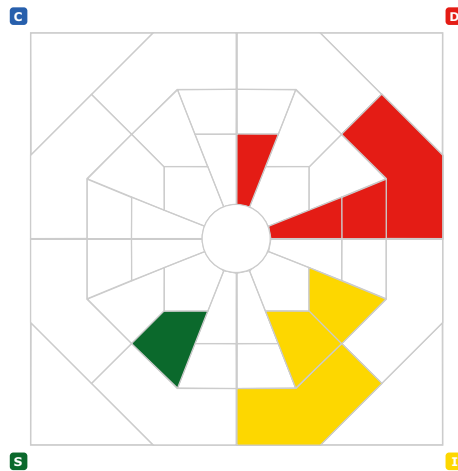
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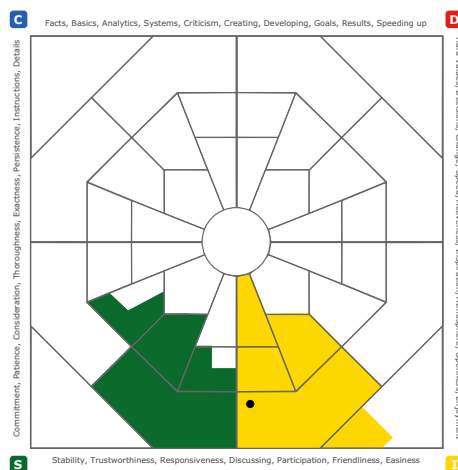
Sales Coaching - Required Behaviors

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Your Natural Comfort Area

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Training Sales

Providing inspirational, practical and goal focused training. Providing examples, initiating discussion and facilitating exercises that all develop the specific skills needed to achieve the sales goals. Linking training to the existing sales process.



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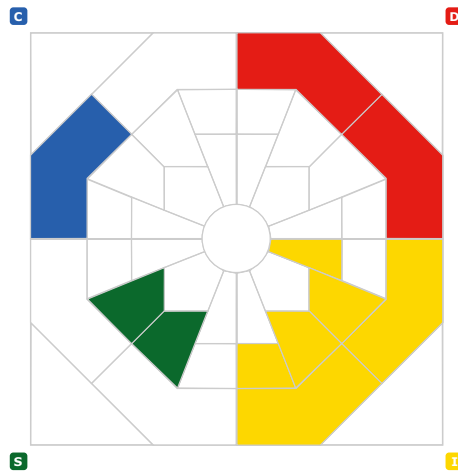
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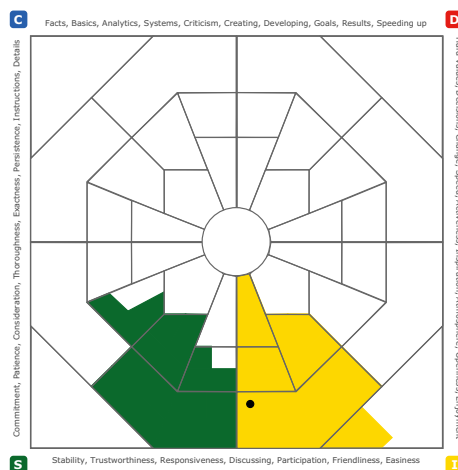
Training Sales - Required Behaviors

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Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



Key Account Management

Creating a bond with the key customers by actively communicating, providing extra and exceptional service, prioritizing and proactively anticipating their needs. Giving the clients a feeling they are receiving VIP treatment. Allocating enough resources and responding promptly to all the inquiries from these clients.



Competence Match Percentage: 89%

□ Person score ■ Expectation

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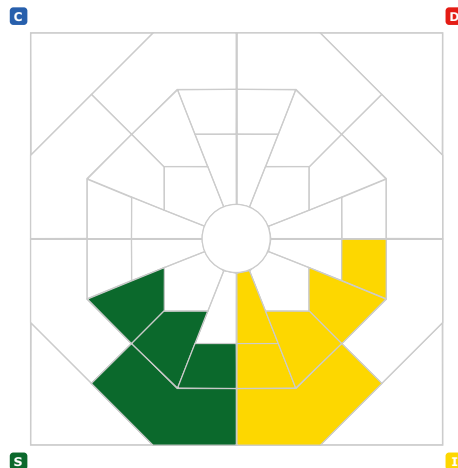
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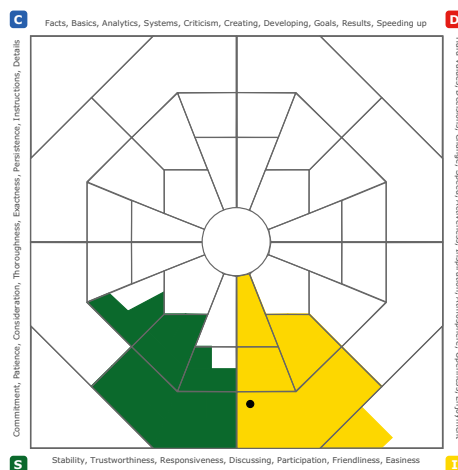
Key Account Management - Required Behaviors

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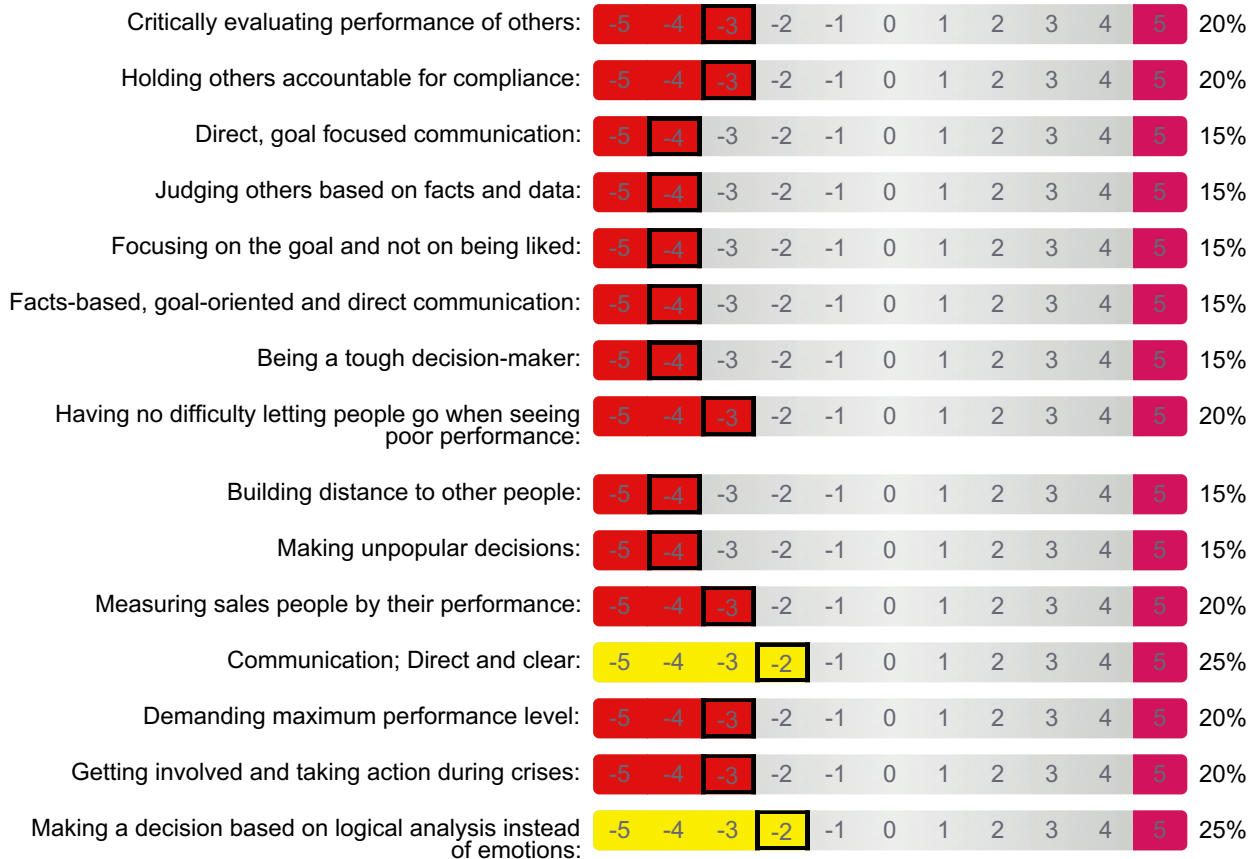
Your Natural Comfort Area

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Terminating Employees

Setting high performance standards, monitoring performance and taking appropriate actions when standards are not met. Having no difficulty taking radical actions when needed. Being direct in communication and not letting emotions interfere with how assesses peoples' performance and how communicates with them.



Competence Match Percentage: 18%

□ Person score ■ Expectation

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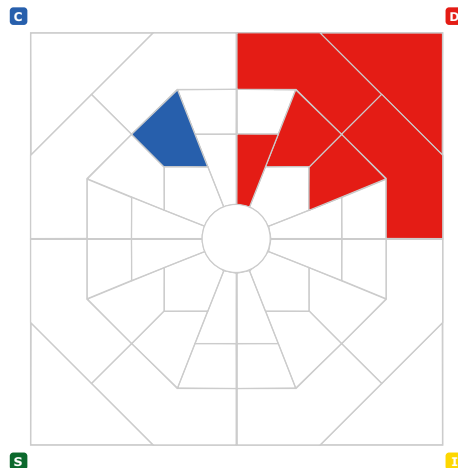
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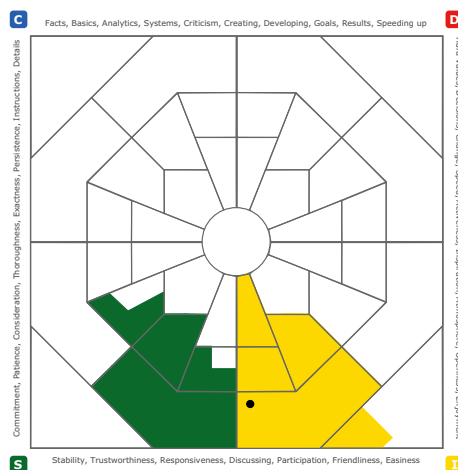
Terminating Employees - Required Behaviors

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Your Natural Comfort Area

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Social Selling

Being an active promoter of one's company and its products/services. Communicating naturally in all media. Presenting oneself in an inspiring and engaging manner making people feel excited and happy to hear more. Not going into too many details or too complicated topics but keeping the communication positive and easy to understand and like.



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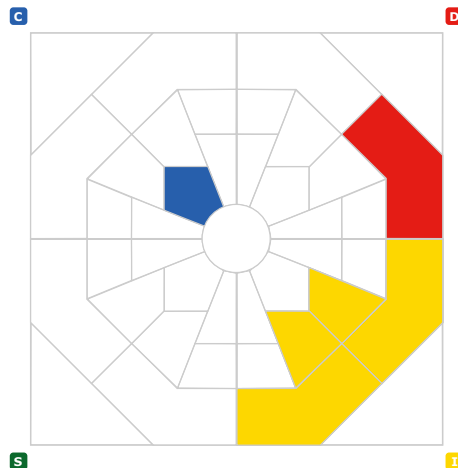
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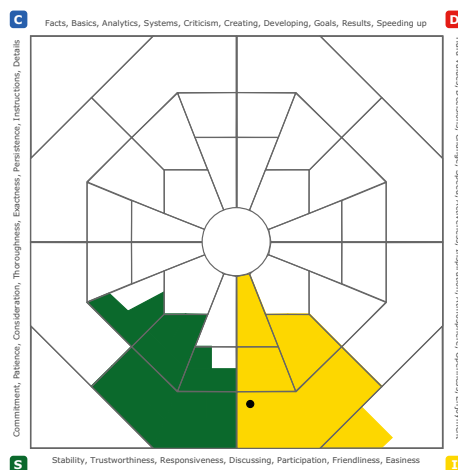
Social Selling - Required Behaviors

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Your Natural Comfort Area

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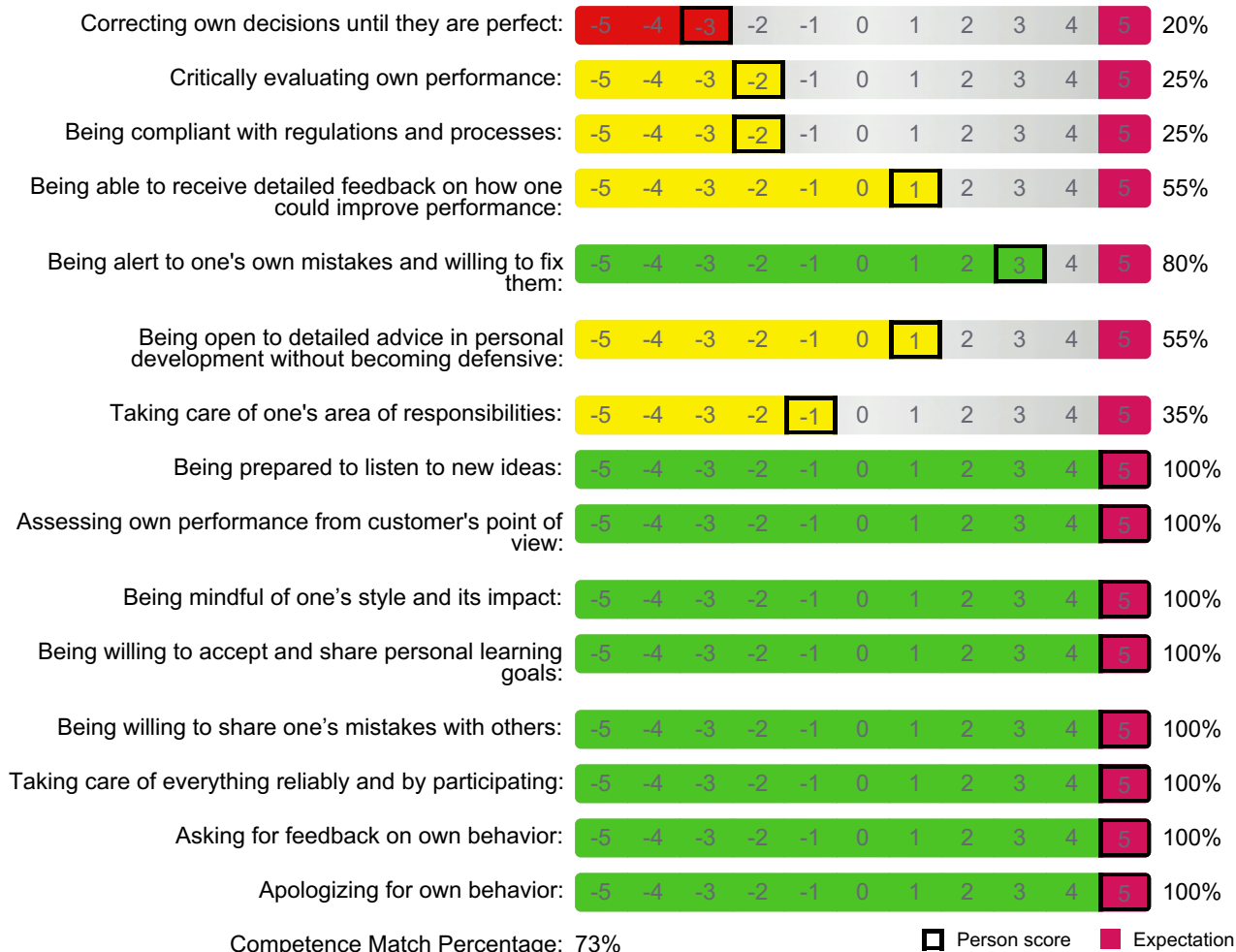
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Self-Criticism

Taking responsibility for the achievement of own and team goals. Measuring own performance and taking immediate corrective actions when needed. Asking for help and accepting advice. Not hiding behind explanations or excuses nor trying to place the blame on others.



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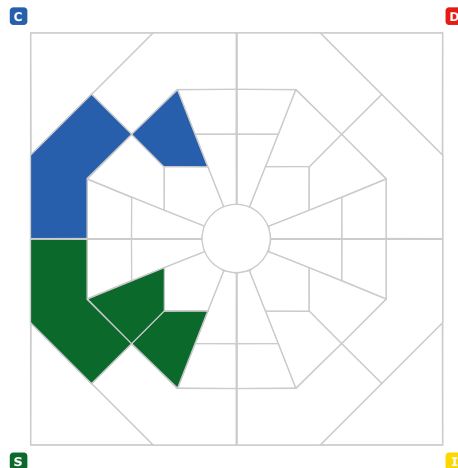
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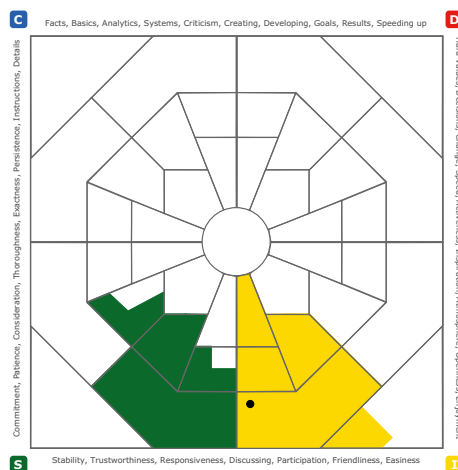
Self-Criticism - Required Behaviors

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Your Natural Comfort Area

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Delegation

Describing tasks in a way that they can be delegated easily. Trusting and motivating people to handle their responsibilities. Not wanting to interfere or deciding on every detail. Following up with people on a regular and pre-planned schedule. Being available for providing support. Holding people accountable on shared responsibilities.



Competence Match Percentage: 48%

□ Person score ■ Expectation

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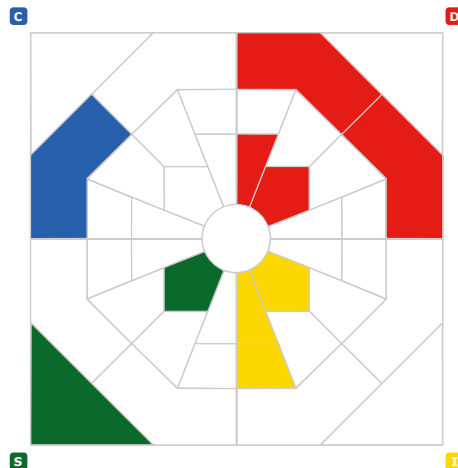
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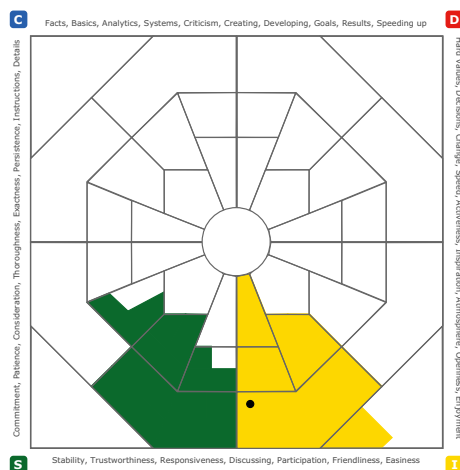
Delegation - Required Behaviors

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Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



Goal Setting

Setting achievable goals that require the best performance from the sales team. The goals are measurable and based on the capacity of each sales professional. Achieving the goals requires everyone to develop and commit to reaching them. Goals relate to the organization's strategy and are challenging at the same time.

Making plans with detailed goals, responsibilities and milestones:  20%

Describing the goal in full detail:  25%

Being able to anticipate the long-term consequences:  15%

Seeking to continually improve the business performance:  15%

Developing business strategies that leverage opportunities and minimize risk:  15%

Identifying and monitoring critical business metrics:  10%

Monitoring the execution of action plans and taking immediate action when needed:  15%

Setting up goals that require persistence in following quality and time constraints:  20%

Making courageous and risky decisions when under pressure:  25%

Pushing the team forward by focusing strongly on goals:  25%

Adjusting quickly to changing priorities:  25%



Driving decision making processes:  25%

Goal-focused attitude toward work:  20%

Adjusting plans to achieve the goal in changing circumstances:  35%

Setting up goals that aim to motivate people:  65%

Competence Match Percentage: 24%

 Person score  Expectation

Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioral style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

Jan Przykładny

Organization:

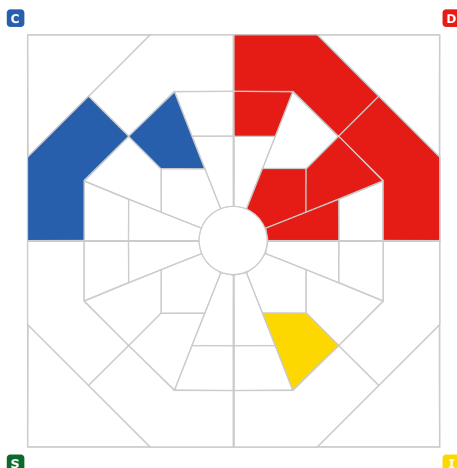
Date:

ExtendedDISC

23.04.2011

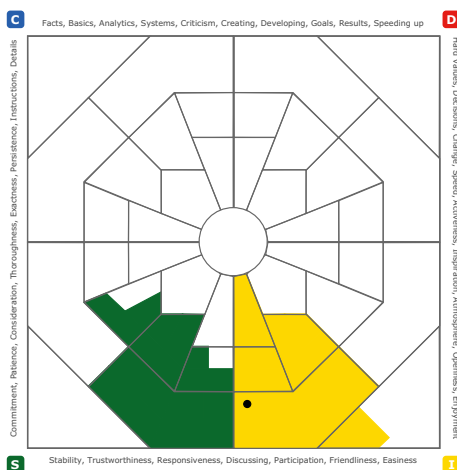
Goal Setting - Required Behaviors

Below is the visual representation where the required behaviors to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviors above.



Jan Przykładny

Organization:

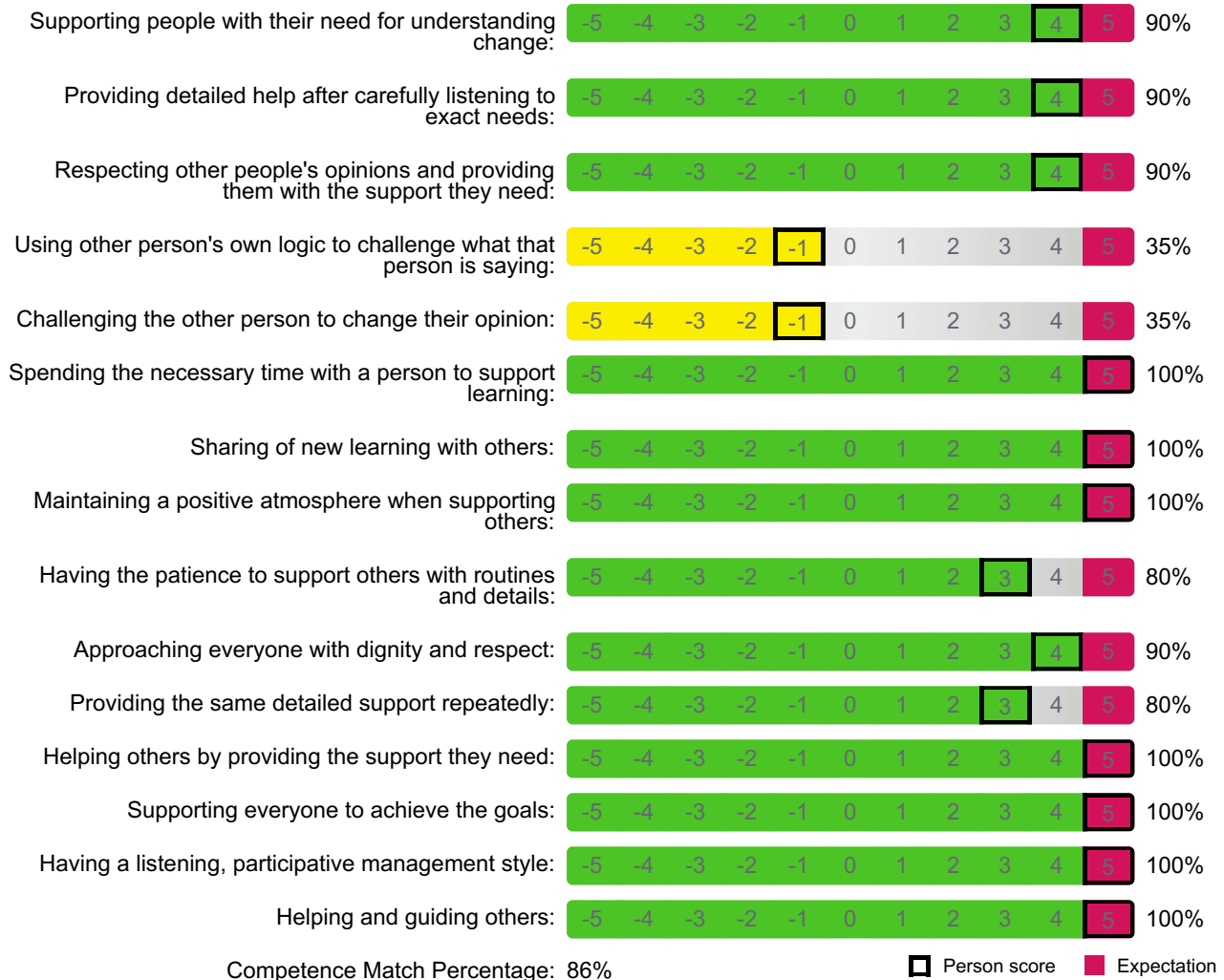
Date:

ExtendedDISC

23.04.2011

Supporting

Providing support to the sales professionals. Being both proactive and reactive in providing support. Encouraging people to ask for help. While being thorough and patient in providing support still holding people accountable for achieving their goals and taking responsibility for their tasks.



Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioral style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

Jan Przykładny

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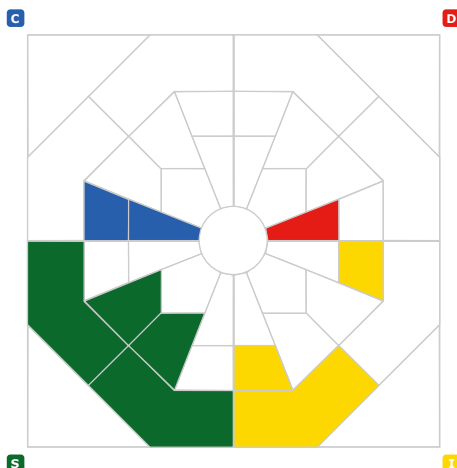
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Supporting - Required Behaviors

Below is the visual representation where the required behaviors to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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