

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.

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025



Sales Team

Organization:

Date:

Firma Testowa**24.07.2025****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.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

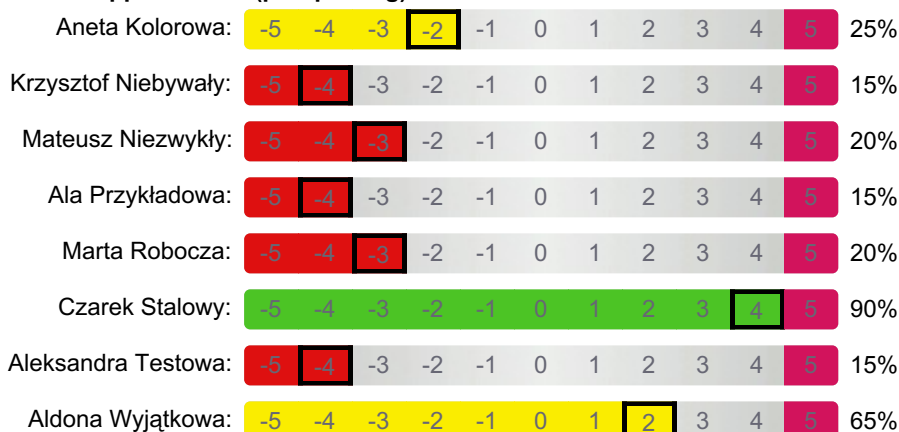
Prospecting

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.

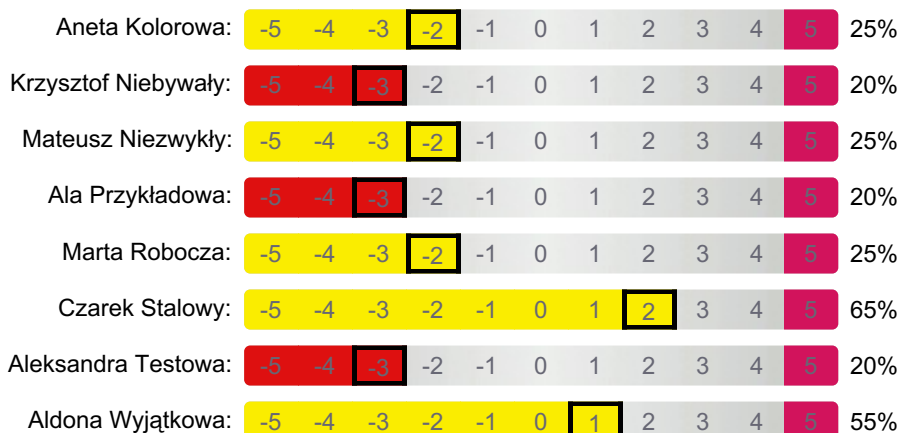
Taking control of the sales call by moving sales process forward



Taking initiative to develop new sales opportunities (prospecting)



Taking initiative



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Having the courage to propose what to do

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Selling one's own ideas to others

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Actively asking questions and proposing new ideas to a customer

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

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Actively networking



Selling himself constantly



Cold calling to book sales appointments



Sales Team

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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



Sales Team

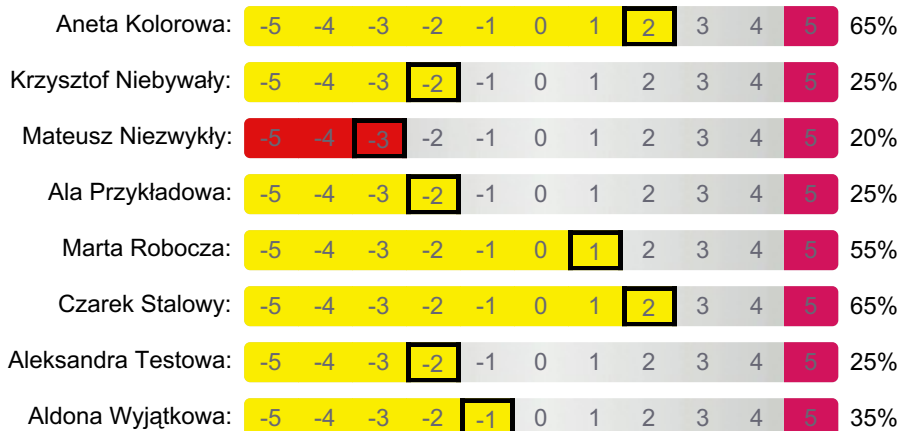
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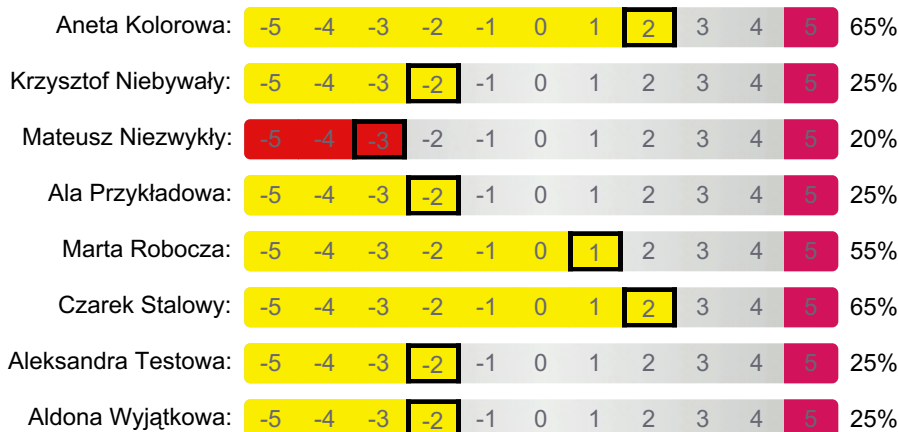
Firma Testowa

24.07.2025

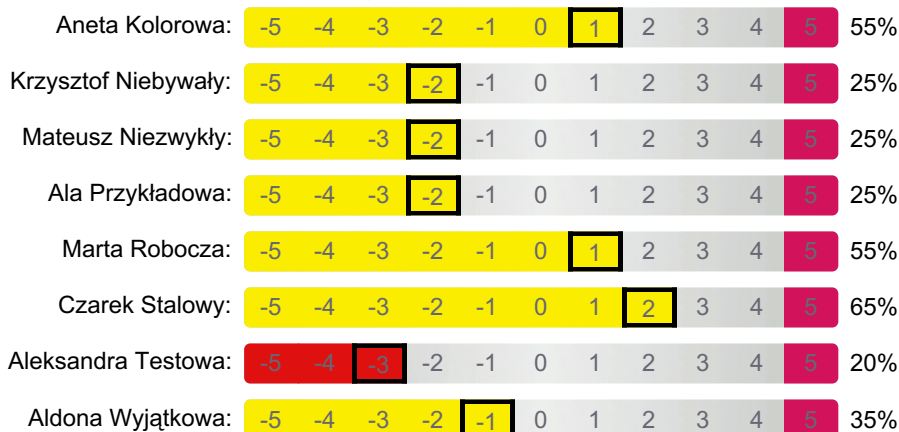
Actively promoting new ideas



Keeping the conversation with a customer alive



Developing new ideas and solutions quickly in a sales meeting



□ Person score ■ Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 44%

Krzysztof Niebywały: 22%

Mateusz Niezwykły: 23%

Ala Przykładowa: 22%

Marta Robocza: 42%

Czarek Stalowy: 82%

Aleksandra Testowa: 20%

Aldona Wyjątkowa: 59%

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

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

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Knowing when to analyze and when to act



Focusing only on the essential information



Focusing on the goal and not on being liked



Sales Team

Organization:

Date:

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24.07.2025

Willing to ask tough questions of prospects and clients



Qualifying prospects by asking direct question



Asking questions to understand details and the big picture



Sales Team

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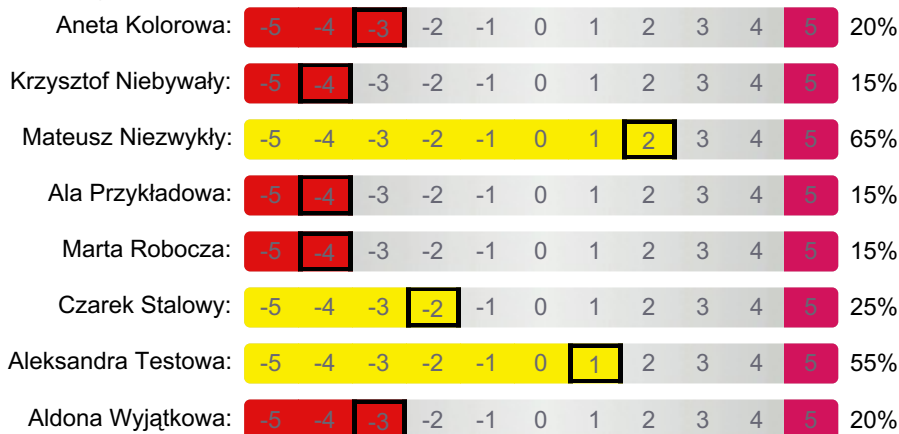
Identifying and bringing up major development needs



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



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



Sales Team

Organization:

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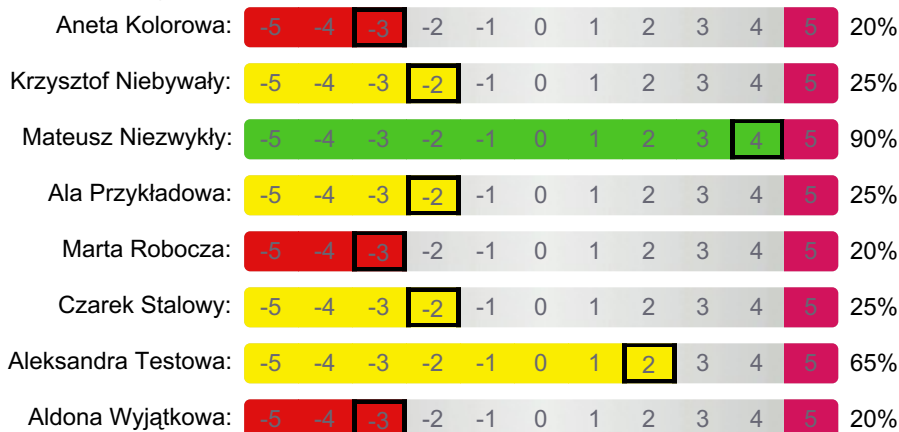
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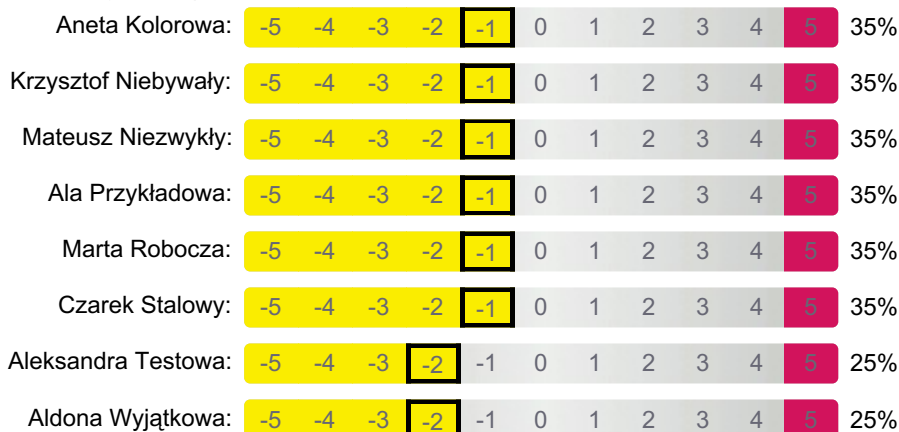
Breaking complex problems into sequential parts



Paying attention to the logic in what is being said



Finding out what the customer needs by asking questions



□ Person score ■ Expectation

Sales Team

Organization:

Date:

Firma Testowa**24.07.2025****Match Percentage**

Aneta Kolorowa: 23%

Krzysztof Niebywały: 22%

Mateusz Niezwykły: 68%

Ala Przykładowa: 22%

Marta Robocza: 22%

Czarek Stalowy: 62%

Aleksandra Testowa: 54%

Aldona Wyjątkowa: 63%

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

Sales Team

Organization:

Date:

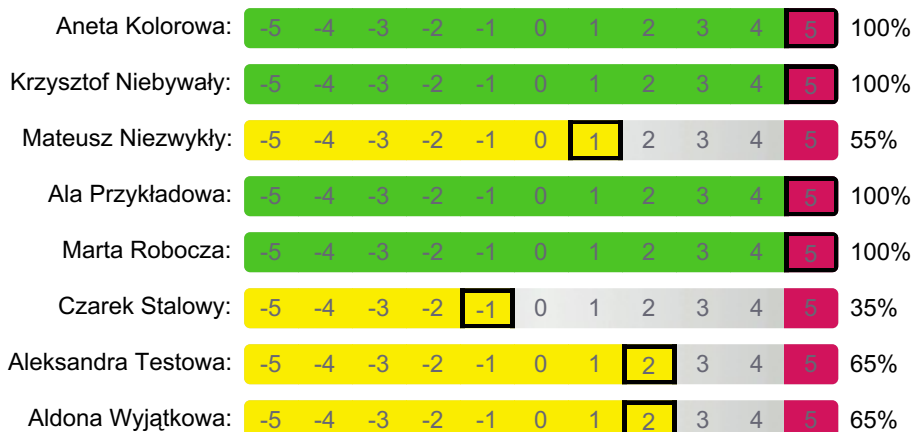
Firma Testowa

24.07.2025

Building Rapport

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

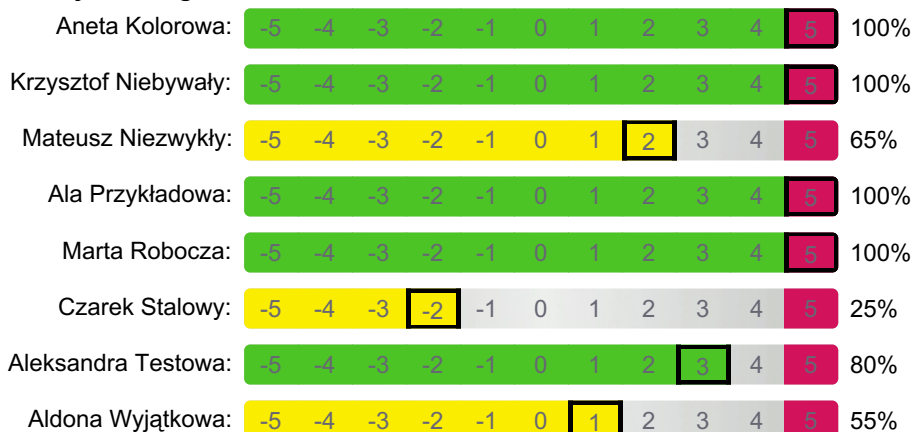
Sharing information openly with a customer



Discussing details positively while providing support



Providing detailed help after carefully listening to exact needs



Sales Team

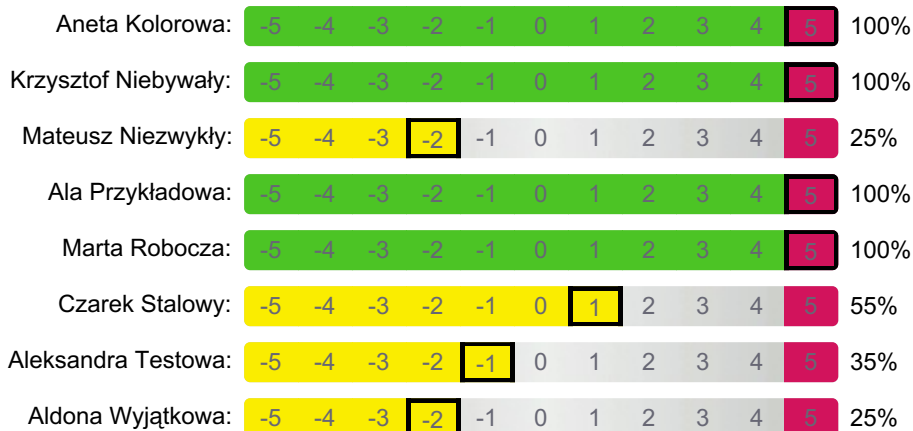
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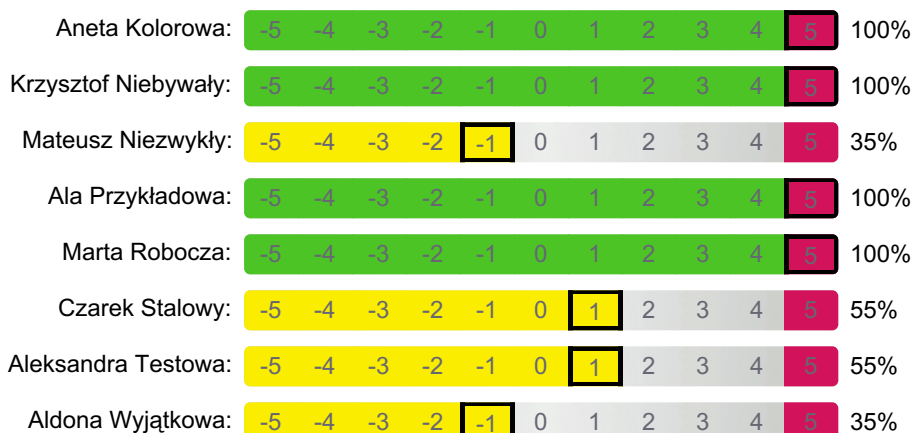
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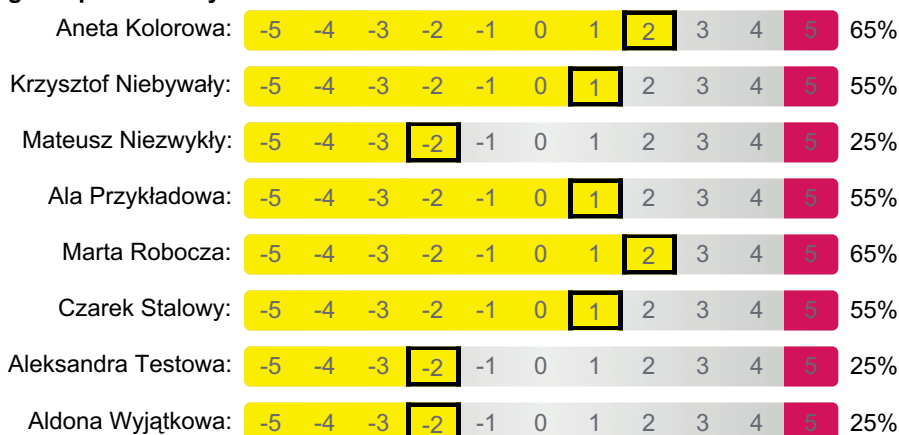
Striving for long-term customer relationships



Treating everyone in a polite manner



Communicating in a compelling and positive way



Sales Team

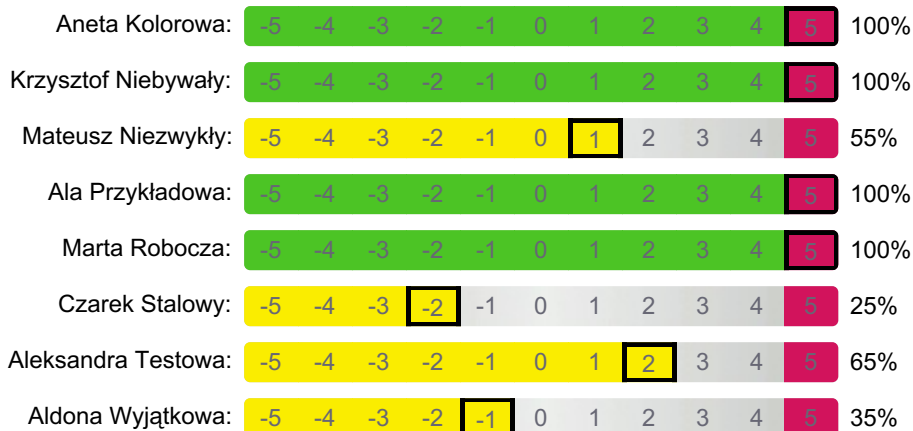
Organization:

Date:

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24.07.2025

Taking care of customer needs



Conversing with a customer in a courteous way



Listening to the prospect's/customer's needs



Sales Team

Organization:

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24.07.2025

Taking care of the customer and creating goodwill

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

Discussing and taking care of customer needs

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

Follow-up and advising customers

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

Sales Team

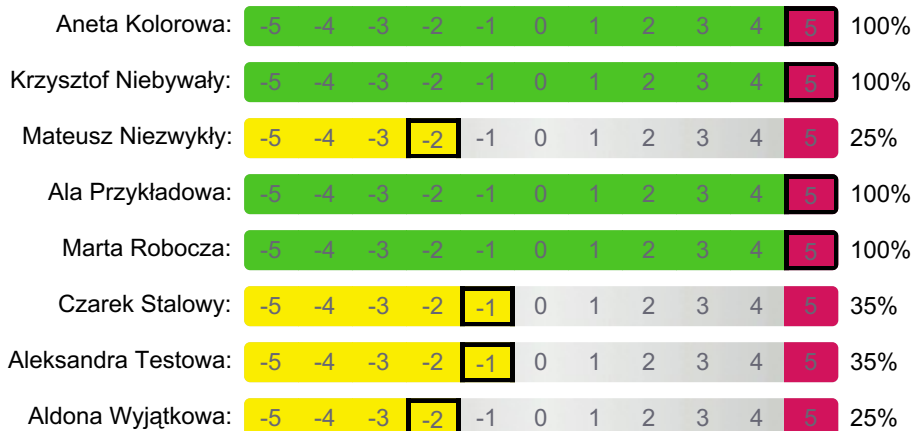
Organization:

Date:

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24.07.2025

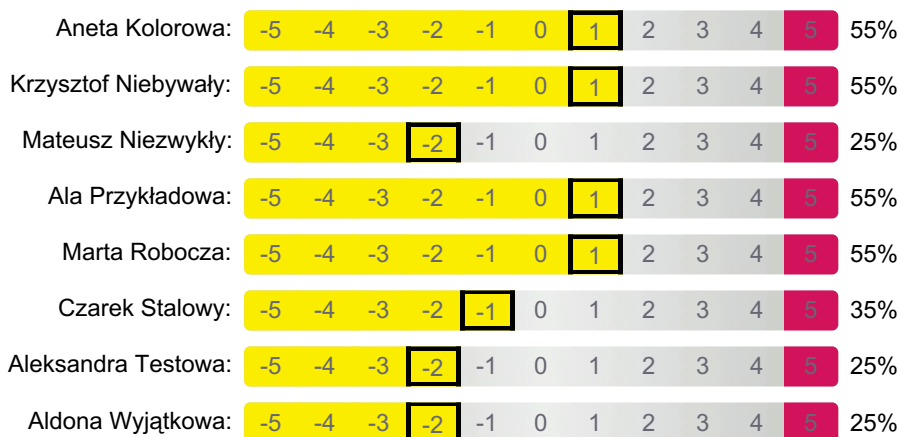
Maintaining customer-focused attitude



Being flexible with customers



Asking for the input and ideas of others



Person score
 Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 92%

Krzysztof Niebywały: 92%

Mateusz Niezwykły: 39%

Ala Przykładowa: 92%

Marta Robocza: 92%

Czarek Stalowy: 34%

Aleksandra Testowa: 51%

Aldona Wyjątkowa: 34%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Systematically managing long and complex sales cycle



Very systematic and focused on the exact topic in hand



Sales Team

Organization:

Date:

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24.07.2025

Managing long and complex sales cycle



Covering all the steps when providing client with information



Conducting repetitive tasks efficiently



Sales Team

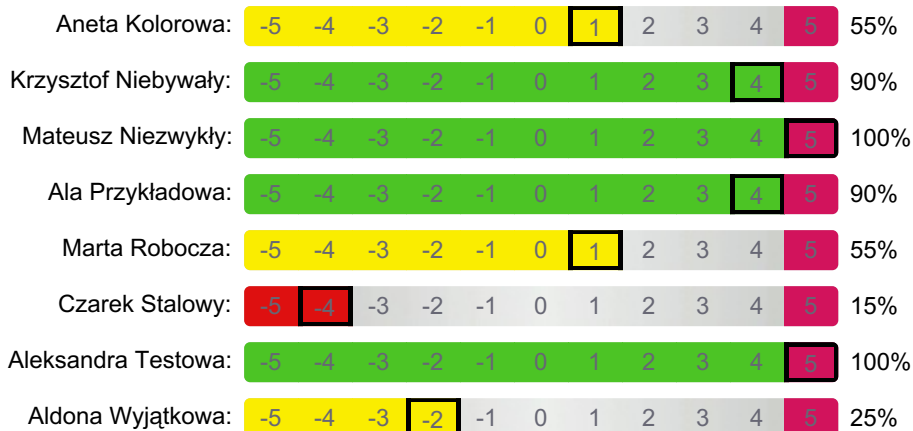
Organization:

Date:

Firma Testowa

24.07.2025

Following of a process in a steady and exact way



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



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



Sales Team

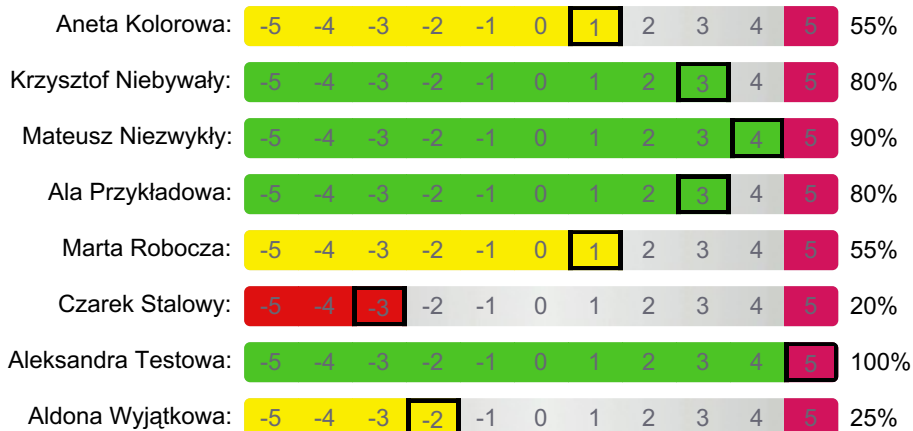
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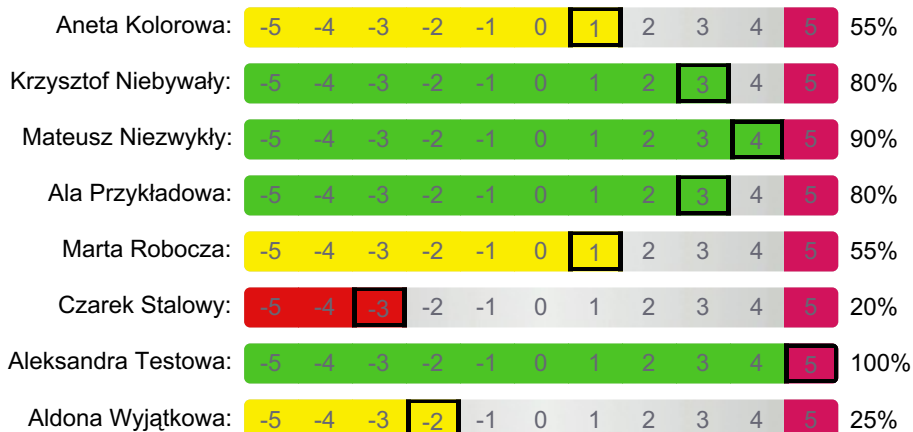
Consistently following the sales process



Systematic approach to acquiring new clients (prospecting)



Having patience to complete a task



Sales Team

Organization:

Date:

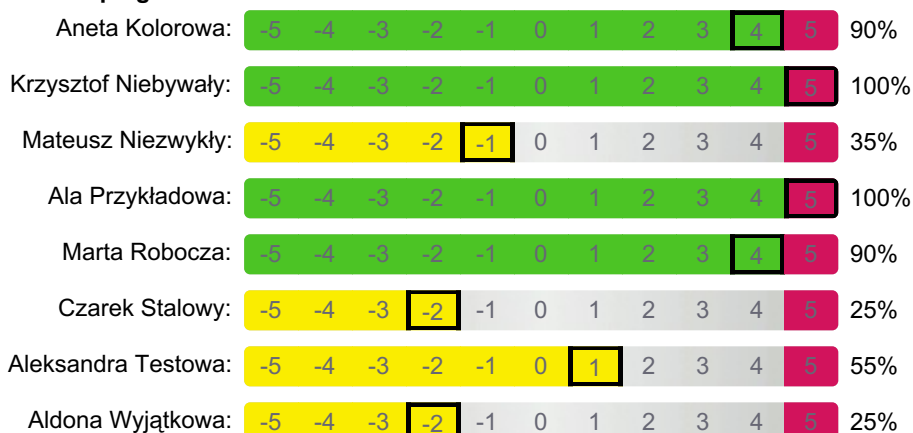
Firma Testowa

24.07.2025

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

Sales Team

Organization:

Date:

Firma Testowa**24.07.2025****Match Percentage**

Aneta Kolorowa: 54%

Krzysztof Niebywały: 74%

Mateusz Niezwykły: 87%

Ala Przykładowa: 74%

Marta Robocza: 55%

Czarek Stalowy: 20%

Aleksandra Testowa: 94%

Aldona Wyjątkowa: 32%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

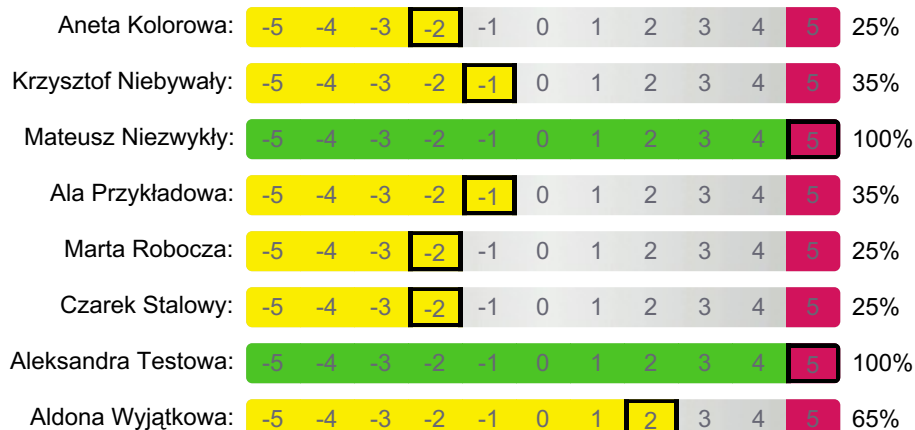
Firma Testowa

24.07.2025

Goal Orientation

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

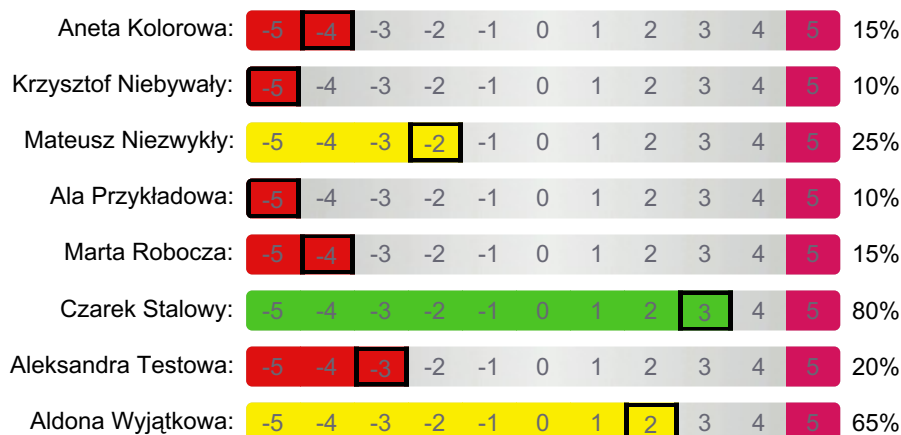
Focusing only on goals, facts and details



Being a demanding goal-setter



Being strongly driven by goals



Sales Team

Organization:

Date:

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24.07.2025

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



Seeking to continually improve the business performance



Analyzing strong and weak approaches to a problem



Sales Team

Organization:

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Demonstrating resilience in overcoming obstacles to meet and exceed goals



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



Showing courage when faced with opposition in order to promote change



Sales Team

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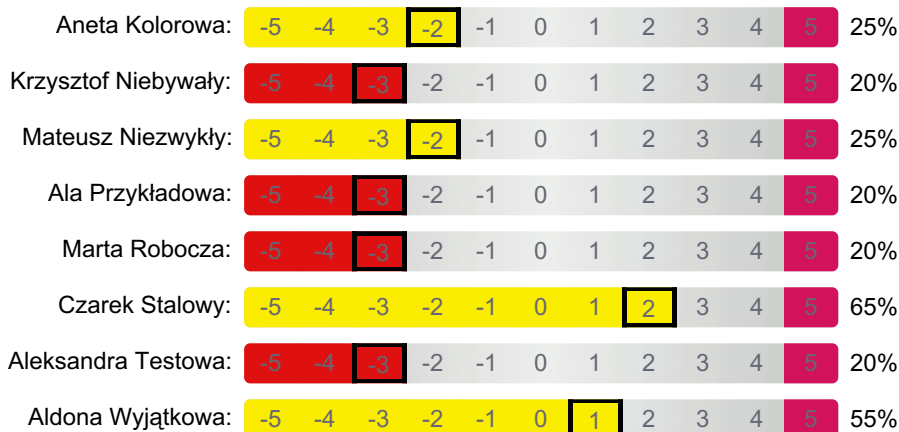
Firma Testowa

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Focusing on the next step and how to proceed



Aggressively leading the customer toward close



Strongly encouraging a prospect to take action



Sales Team

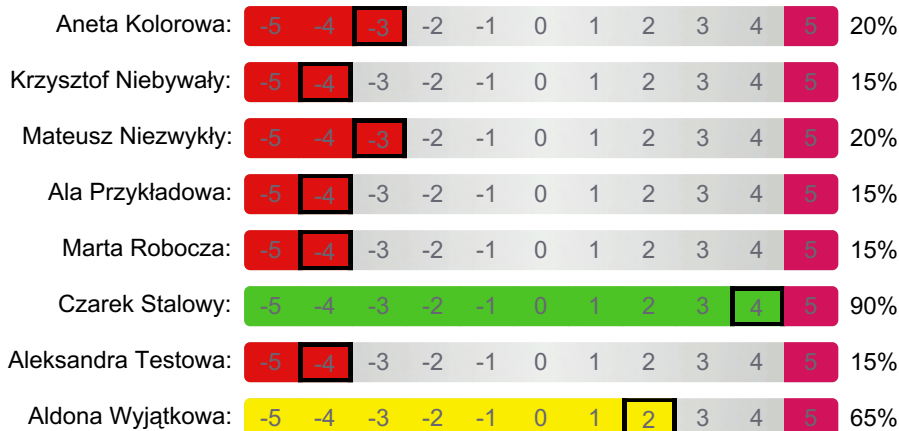
Organization:

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24.07.2025

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

Sales Team

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Date:

Firma Testowa**24.07.2025****Match Percentage**

Aneta Kolorowa: 22%

Krzysztof Niebywały: 19%

Mateusz Niezwykły: 52%

Ala Przykładowa: 19%

Marta Robocza: 21%

Czarek Stalowy: 72%

Aleksandra Testowa: 43%

Aldona Wyjątkowa: 71%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

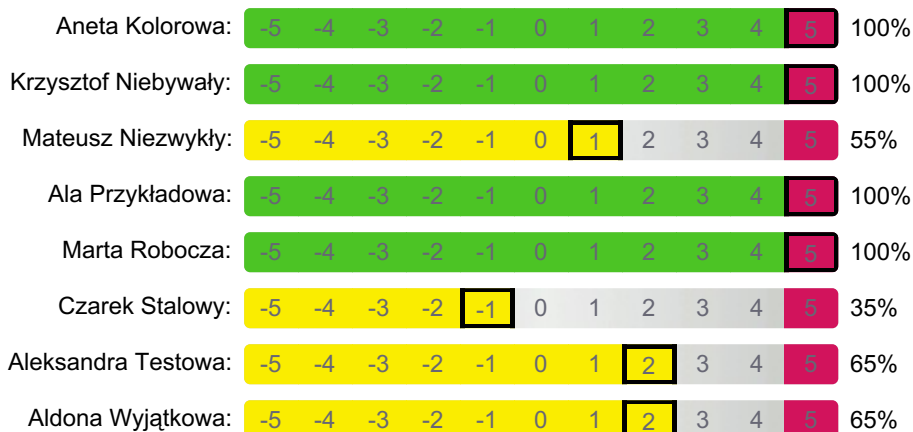
Firma Testowa

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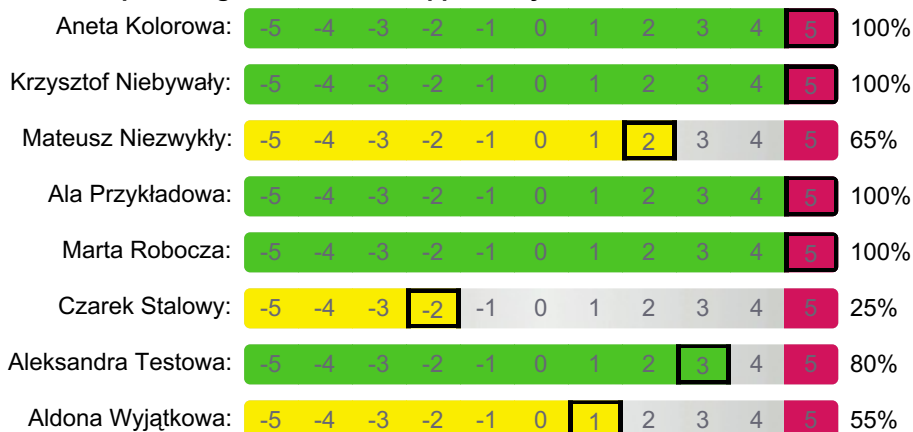
Gaining Trust

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

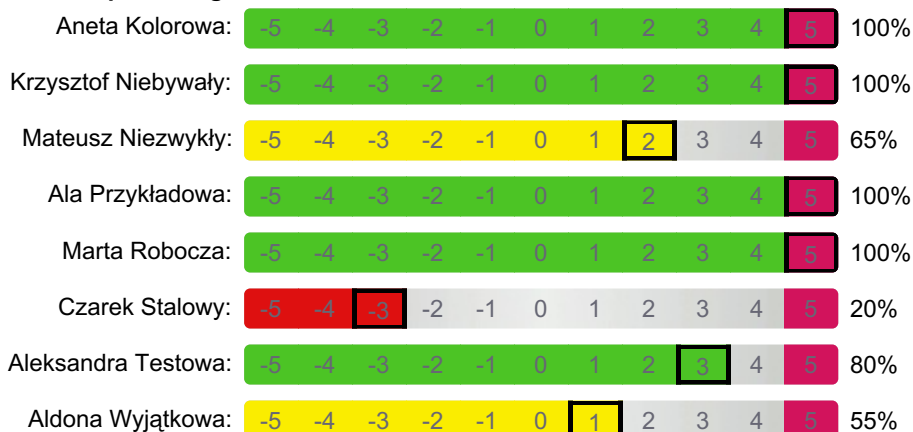
Sharing information openly with a customer



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



Avoiding conflict by adjusting and compromising



Sales Team

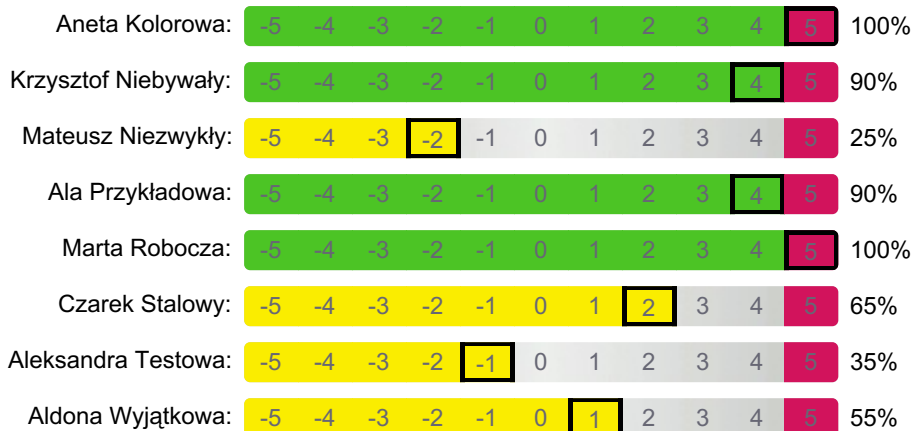
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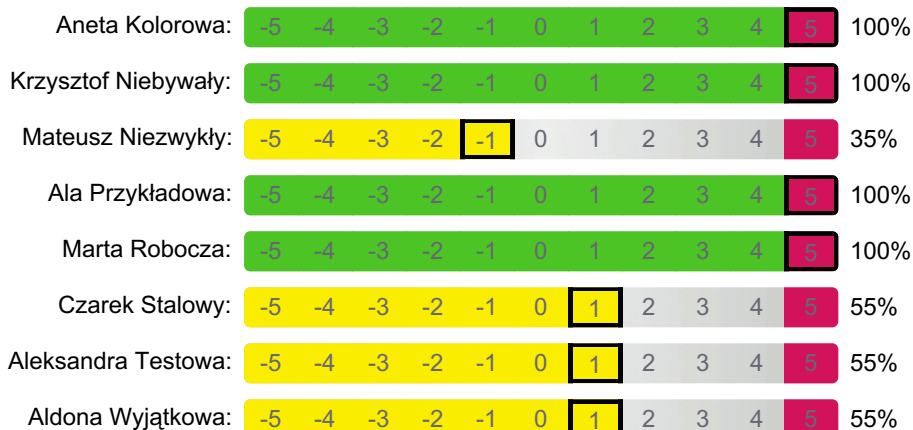
Firma Testowa

24.07.2025

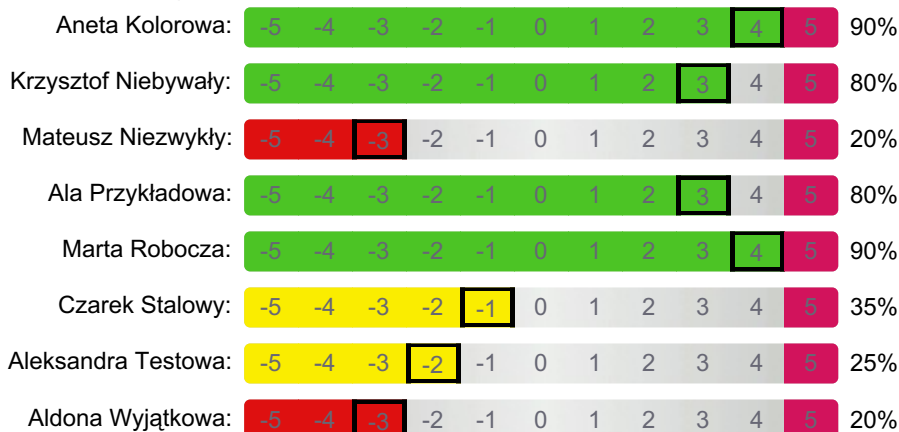
Explaining all the details to gain approval and generate excitement from everyone



Discussing and providing support to keep client happy



Treating each person as an individual, making them feel unique



Sales Team

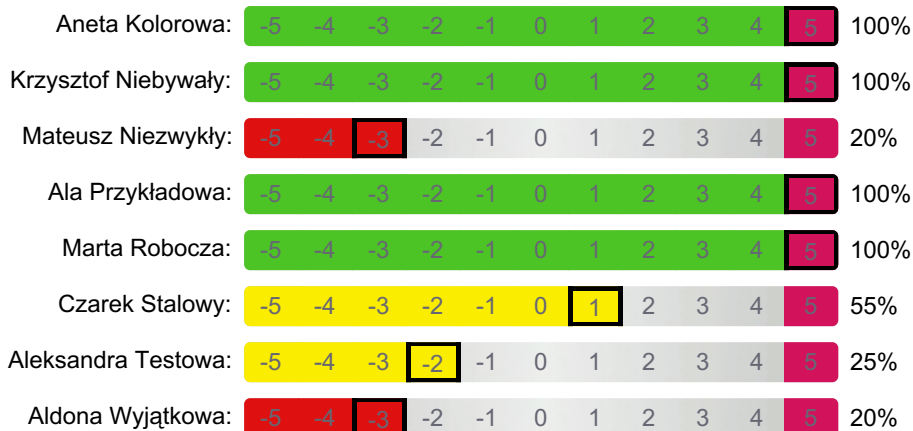
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Date:

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Maintaining positive customer service



Communicating in a friendly way with a customer



Creating a positive bond with the customer



Sales Team

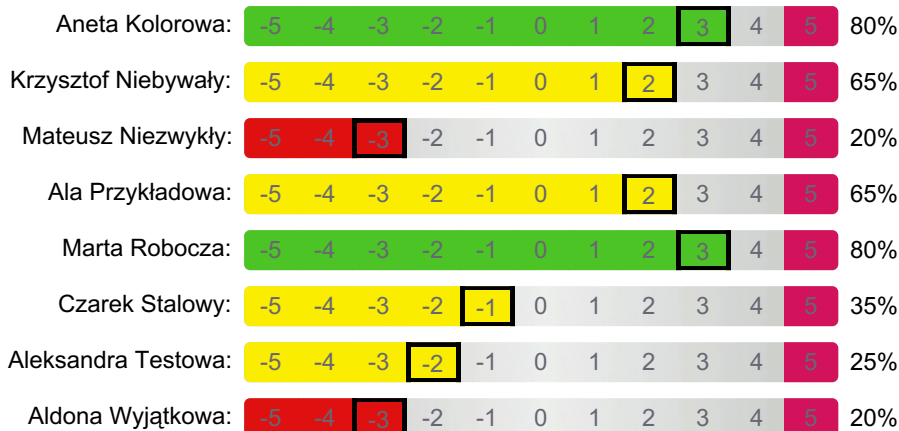
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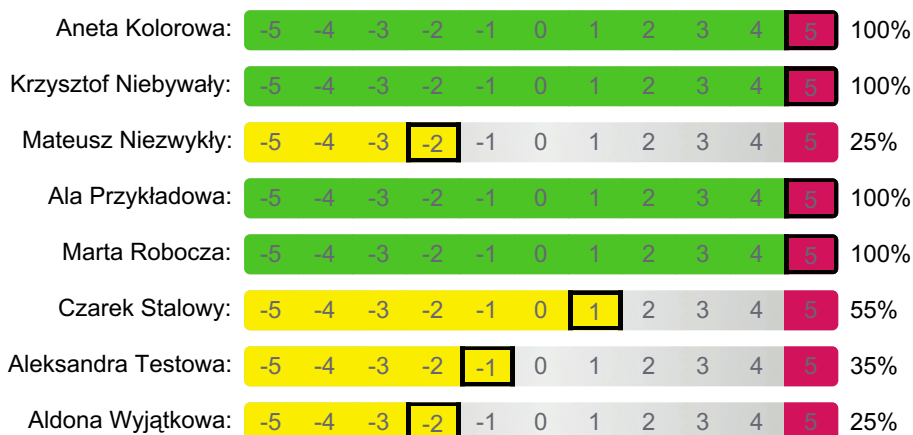
Firma Testowa

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



Finding a favorable solution



Maintaining customer trust



Sales Team

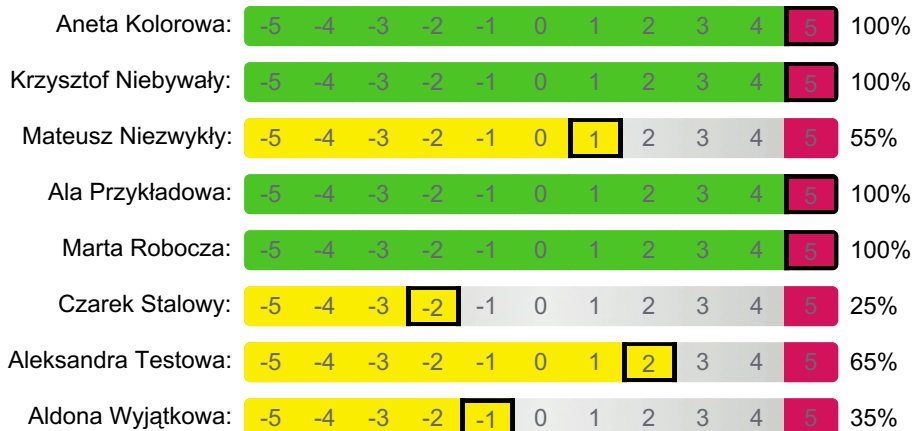
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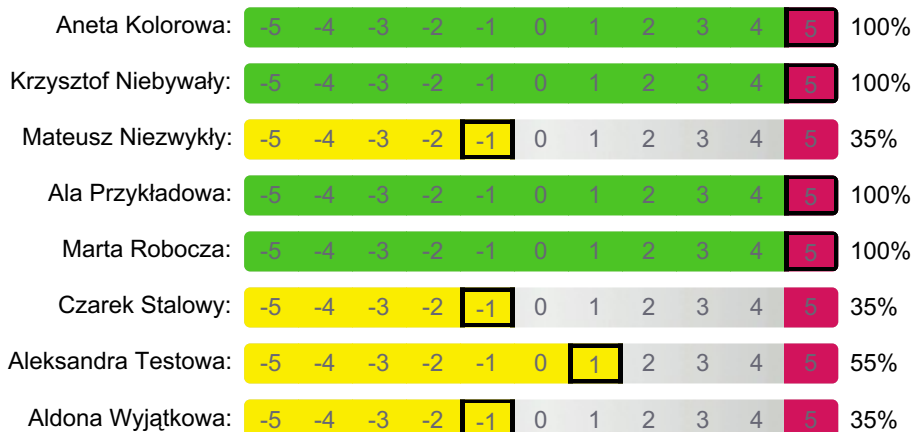
Long-term customer relations -- fulfilling customer needs



Building a relationship based on trust and communication



Demonstrating customer focus in all situations



□ Person score ■ Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 97%

Krzysztof Niebywały: 94%

Mateusz Niezwykły: 36%

Ala Przykładowa: 94%

Marta Robocza: 97%

Czarek Stalowy: 38%

Aleksandra Testowa: 46%

Aldona Wyjątkowa: 36%

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

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

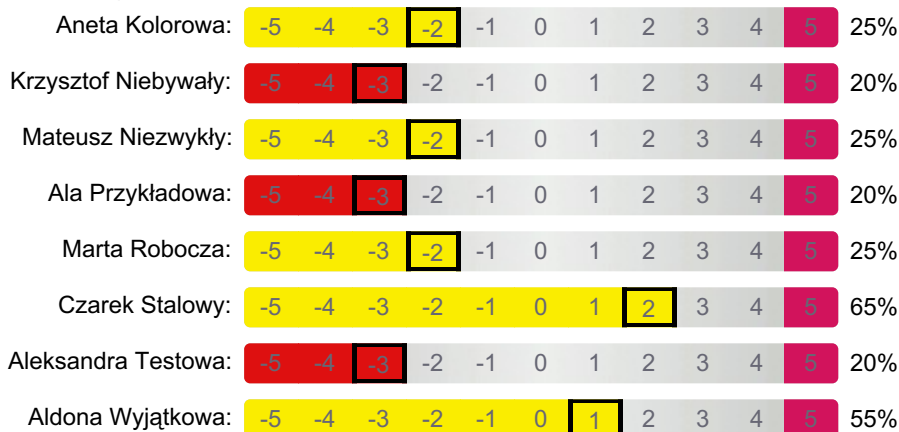


Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Goal-oriented customer motivation

Goal oriented motivation and influencing

Having the courage to propose what to do


Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Assertively moving prospects through the sales process

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Being willing to try new approaches

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Actively asking questions and proposing new ideas to a customer

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Goal-oriented selling while considering prospects' needs

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

Ensuring that sales meetings end with an action plan

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

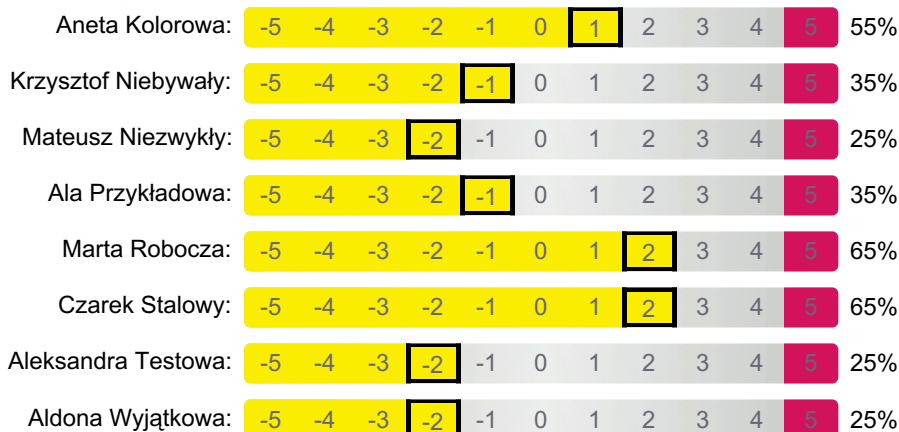
Inspiring others to overcome their fears and become excited



Selling the idea to people that they need a change



Aiming to close the deal without pushing the customer



□ Person score ■ Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 33%

Krzysztof Niebywały: 21%

Mateusz Niezwykły: 28%

Ala Przykładowa: 21%

Marta Robocza: 31%

Czarek Stalowy: 77%

Aleksandra Testowa: 21%

Aldona Wyjątkowa: 59%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



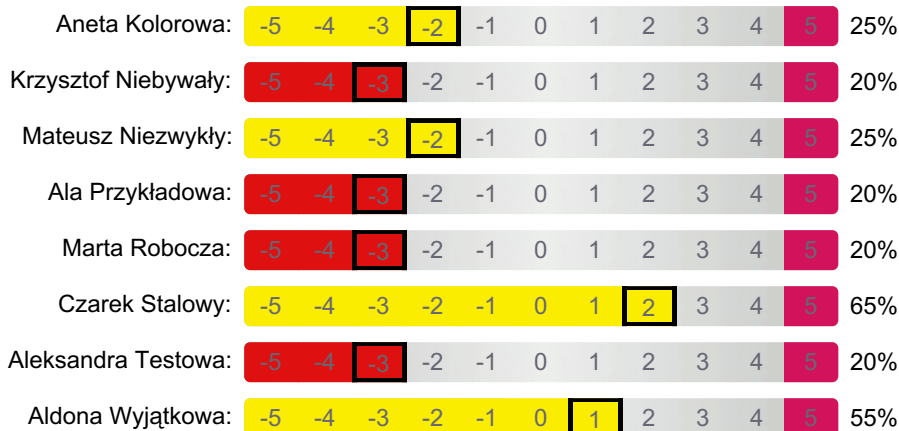
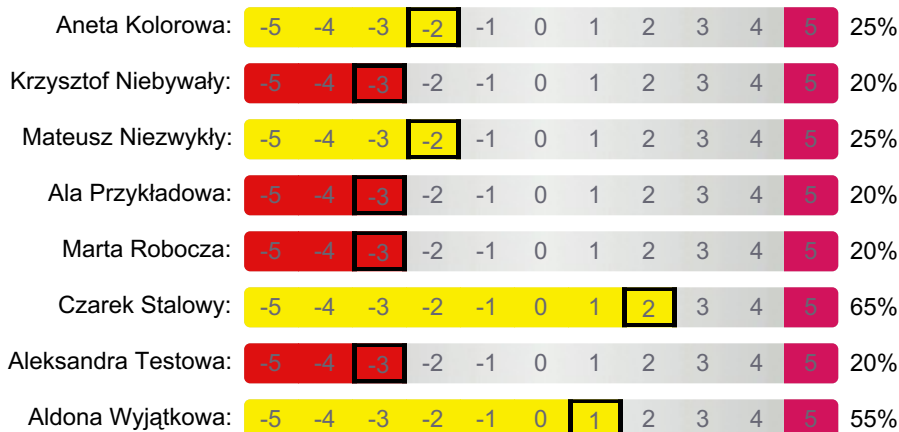
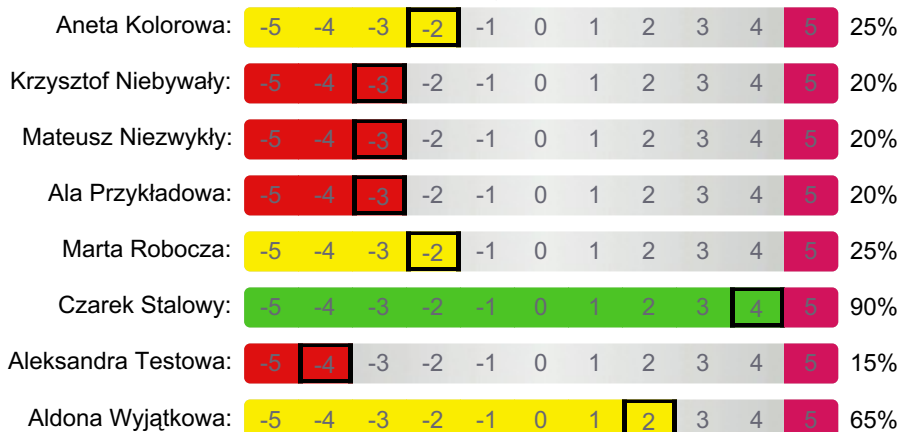
Being able to take over the conversation from where the other person stopped



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Goal-focused negotiating

Taking active role in tougher sales situations

Finding ways to handle objections to make prospect view issue differently


Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Challenging a prospect to question their own opinion

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Assertively moving prospects through the sales process

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Asking questions that challenge the customer's perception

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Actively asking questions and proposing new ideas to a customer

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Goal-oriented selling while considering prospects' needs

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Selling one's own ideas to others



Promoting own ideas enthusiastically even when facing opposition



Selling the idea to people that they need a change



□ Person score ■ Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 32%

Krzysztof Niebywały: 21%

Mateusz Niezwykły: 28%

Ala Przykładowa: 21%

Marta Robocza: 31%

Czarek Stalowy: 77%

Aleksandra Testowa: 21%

Aldona Wyjątkowa: 61%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Focusing only on the essential information



Analyzing strong and weak approaches to a problem



Understanding what skills an organization needs and it currently has



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Creating a variety of approaches to problem solving

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

Qualifying prospects by asking direct question

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Sales Team

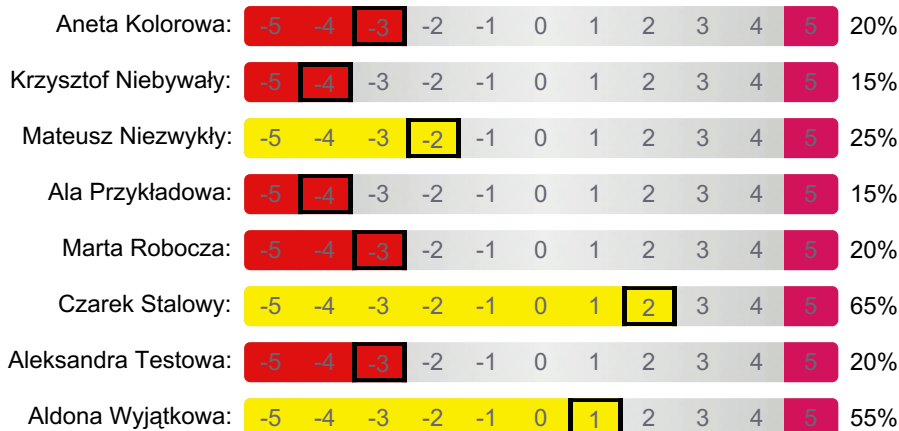
Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

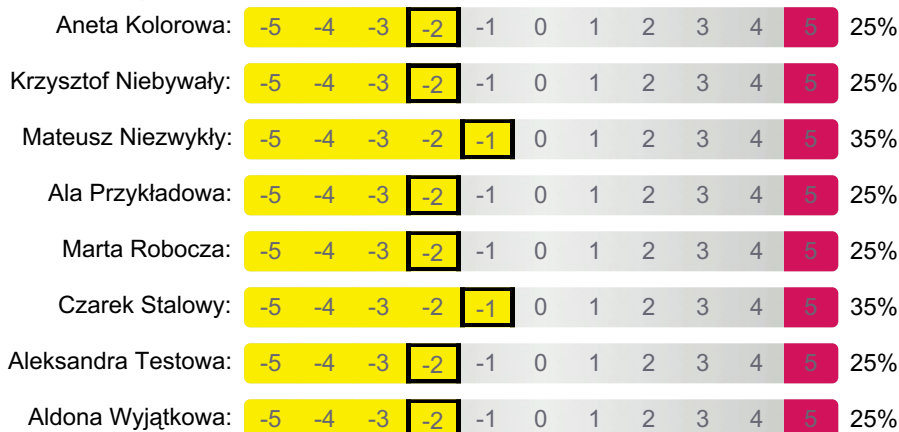
Firma Testowa

24.07.2025

Identifying and bringing up major development needs



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



Challenging the other person to change their opinion



□ Person score ■ Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 24%

Krzysztof Niebywały: 20%

Mateusz Niezwykły: 49%

Ala Przykładowa: 20%

Marta Robocza: 24%

Czarek Stalowy: 76%

Aleksandra Testowa: 38%

Aldona Wyjątkowa: 70%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

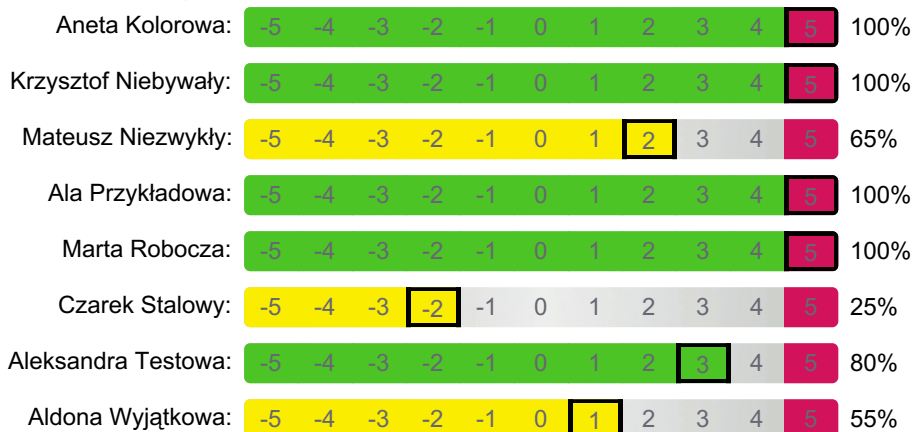
Firma Testowa

24.07.2025

Active Listening

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

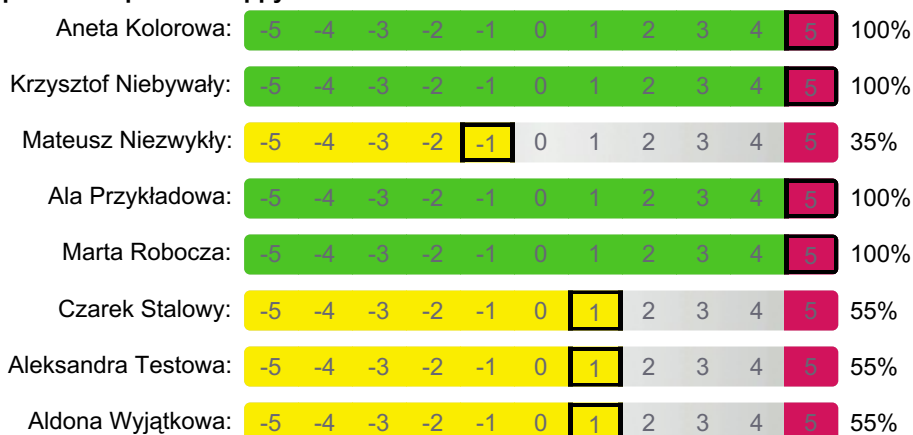
Providing detailed help after carefully listening to exact needs



Listening attentively and asking specifying questions



Discussing and providing support to keep client happy



Sales Team

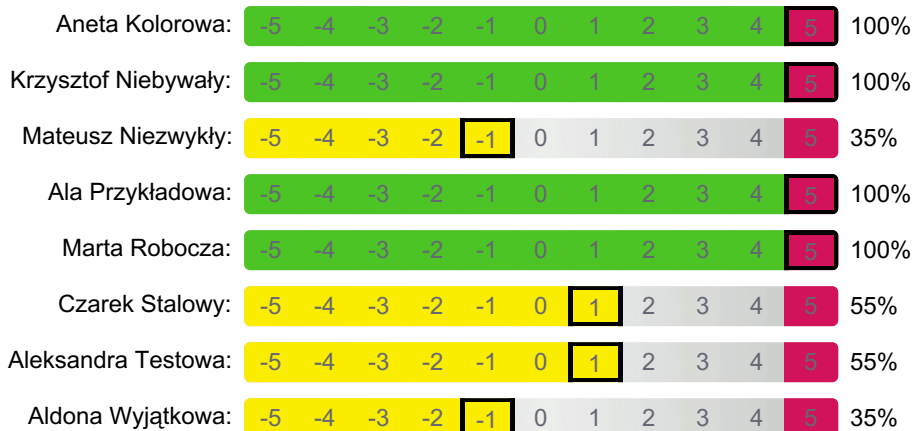
Organization:

Date:

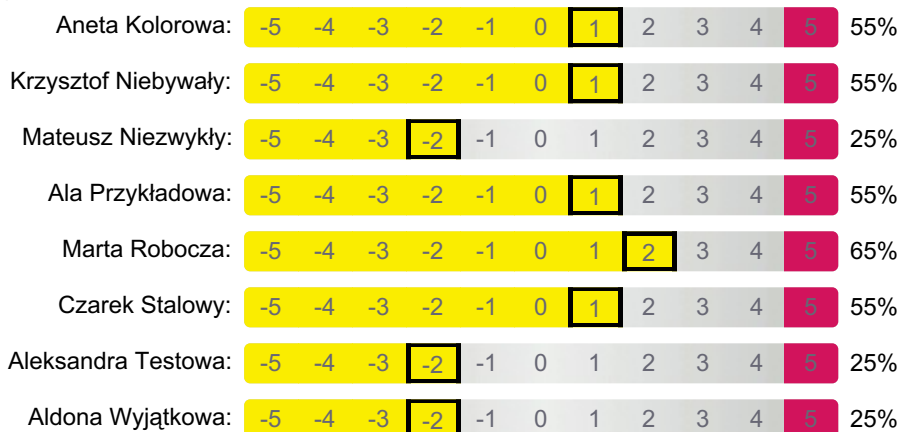
Firma Testowa

24.07.2025

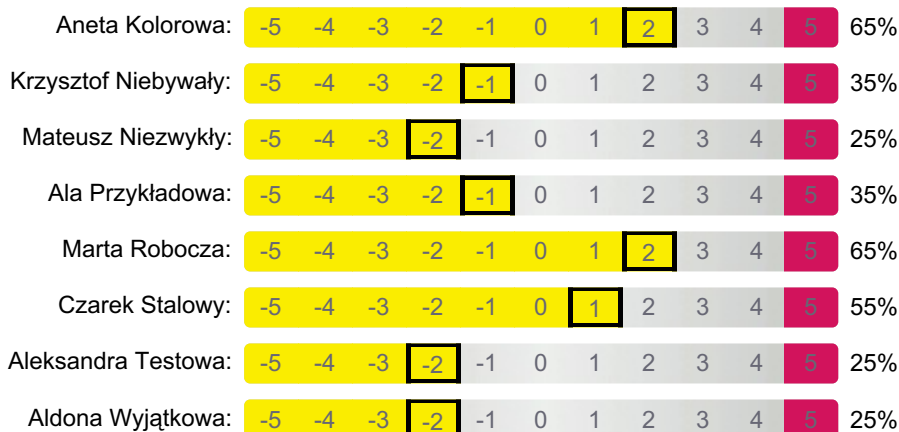
Adjusting one's approach with different people



Actively listening and directing the customer



Being an eager learner



Sales Team

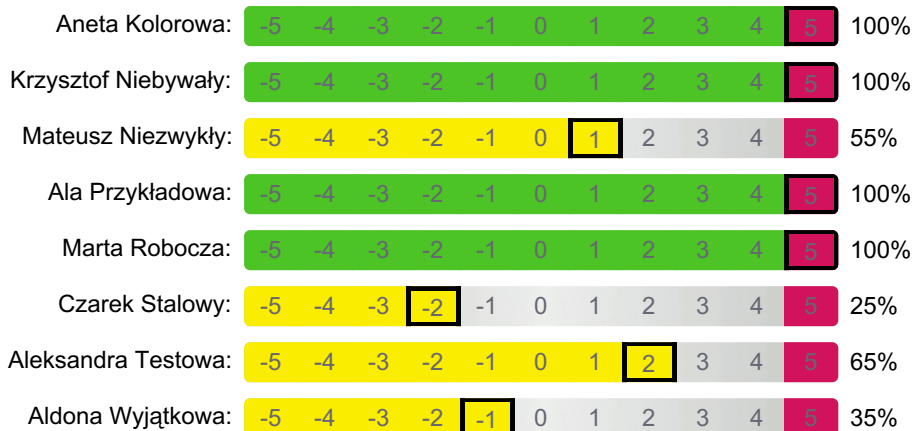
Organization:

Date:

Firma Testowa

24.07.2025

Having patience to listen to the customer



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



Being prepared to listen to new ideas



Sales Team

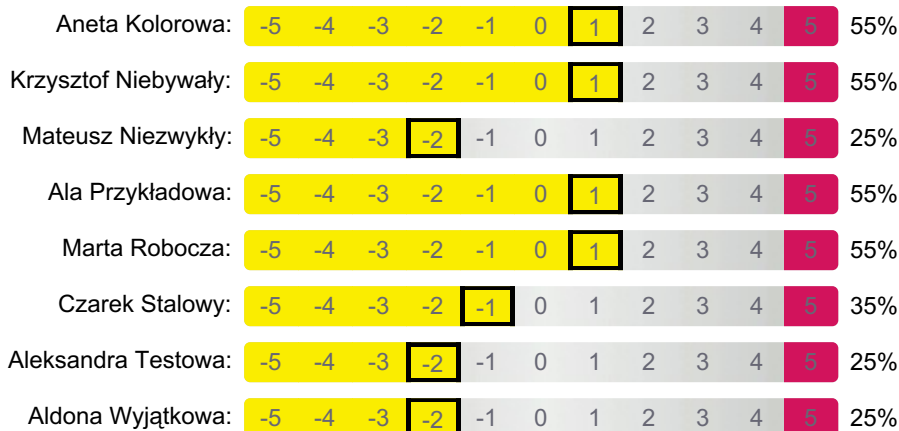
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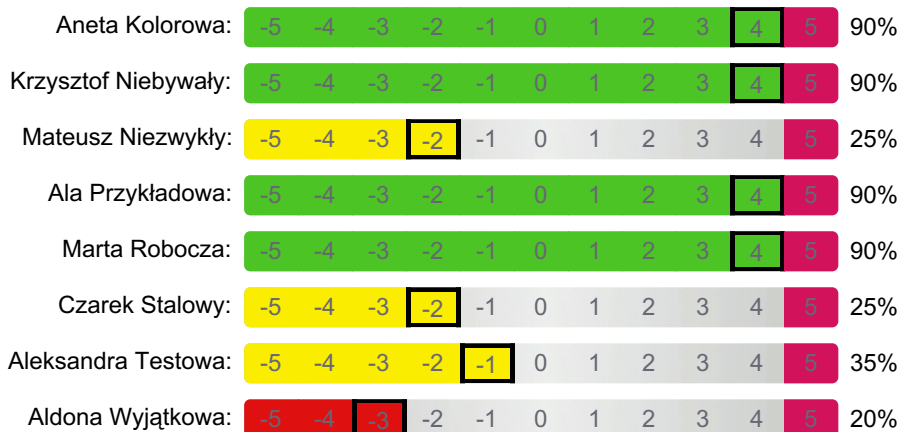
Firma Testowa

24.07.2025

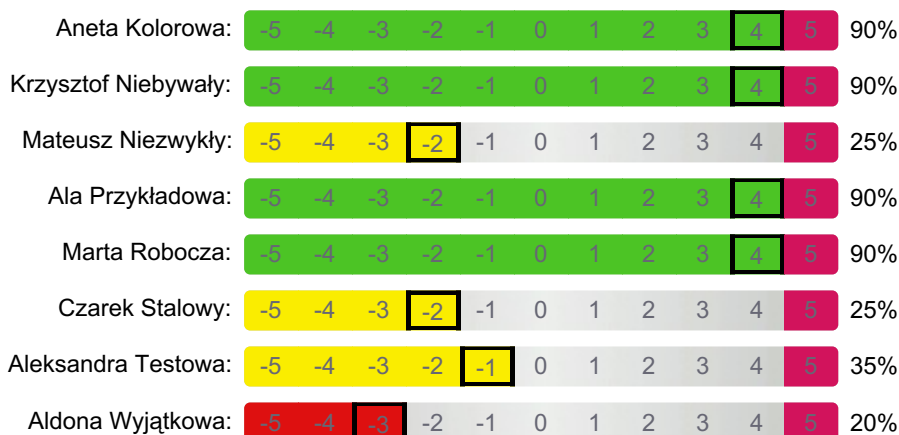
Asking for the input and ideas of others



Listening by being present and available



Picking up on others' emotions even when not articulated



Sales Team

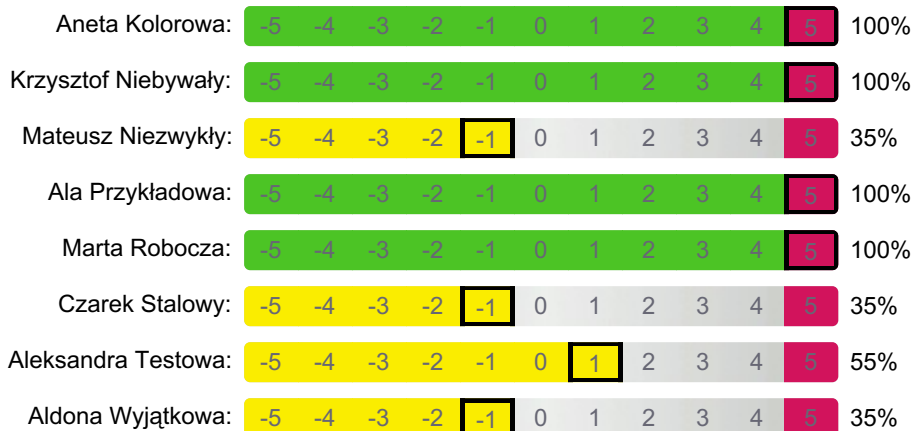
Organization:

Date:

Firma Testowa

24.07.2025

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

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 90%

Krzysztof Niebywały: 88%

Mateusz Niezwykły: 38%

Ala Przykładowa: 88%

Marta Robocza: 91%

Czarek Stalowy: 36%

Aleksandra Testowa: 50%

Aldona Wyjątkowa: 35%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

Sustaining a permanent state of change toward perfection

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Encouraging others to focus on details when brainstorming

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Willing to ask tough questions of prospects and clients

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Analyzing strong and weak approaches to a problem

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Creating a variety of approaches to problem solving

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

Knowing when to analyze and when to act

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

Being ready to challenge immediately

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Influencing others with soundly reasoned business proposals

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Asking questions to understand details and the big picture

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Asking questions that challenge the customer's perception

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
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Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

Breaking complex problems into sequential parts

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

Paying attention to the logic in what is being said

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stałowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%

Person score

Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 25%

Krzysztof Niebywały: 25%

Mateusz Niezwykły: 74%

Ala Przykładowa: 25%

Marta Robocza: 24%

Czarek Stalowy: 62%

Aleksandra Testowa: 60%

Aldona Wyjątkowa: 69%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

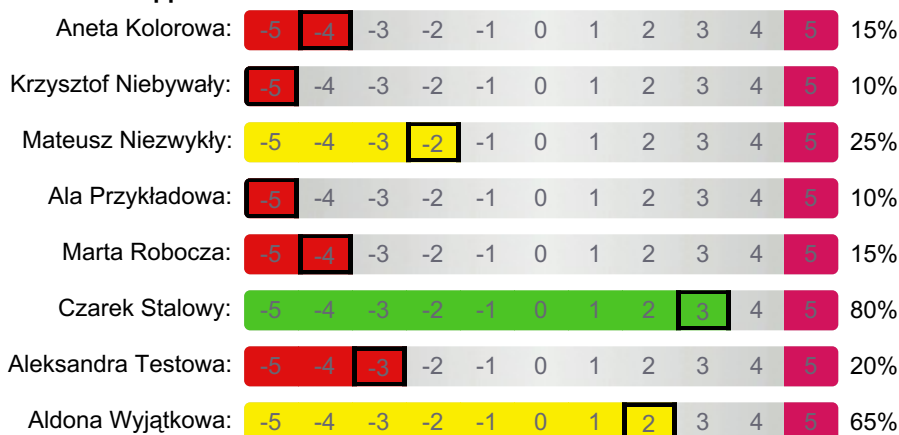
Firma Testowa

24.07.2025

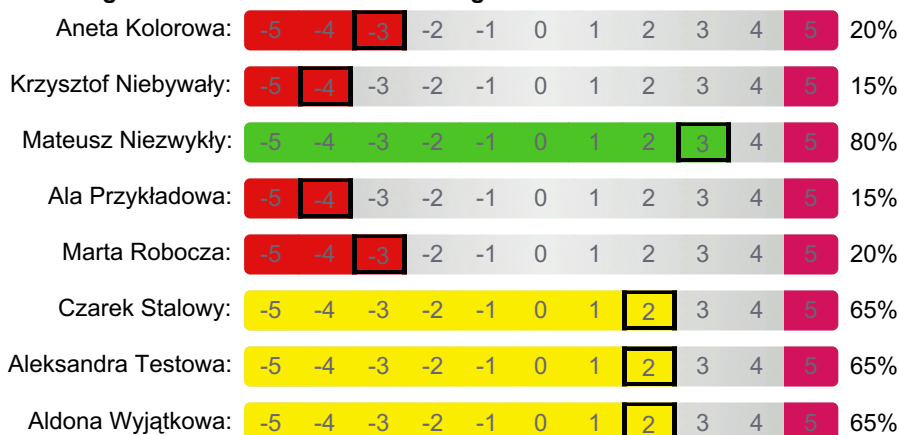
Being strongly driven by goals



Taking initiative to develop new business opportunities



Demonstrating resilience in overcoming obstacles to meet and exceed goals



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Being a tough decision-maker

Showing courage when faced with opposition in order to promote change

Constantly striving to achieve higher levels of performance


Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Taking initiative to achieve goals

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Taking initiative

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Stepping 'up a gear' to cope with change

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Acting independently when with no instructions



Getting involved and taking action during crises



Pushing ideas through



Person score

Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 23%

Krzysztof Niebwywały: 20%

Mateusz Niezwykły: 48%

Ala Przykładowa: 20%

Marta Robocza: 22%

Czarek Stalowy: 71%

Aleksandra Testowa: 39%

Aldona Wyjątkowa: 67%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Goal oriented motivation and influencing

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Courageous expression of own opinions and ideas to a customer

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Making dramatic, engaging and goal-focused presentations

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

Simplifying complicated matters

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Performing to large and diverse groups of people

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Being able to visualize long-term consequences



Using data to sell ideas to others



Actively asking questions and proposing new ideas



Sales Team

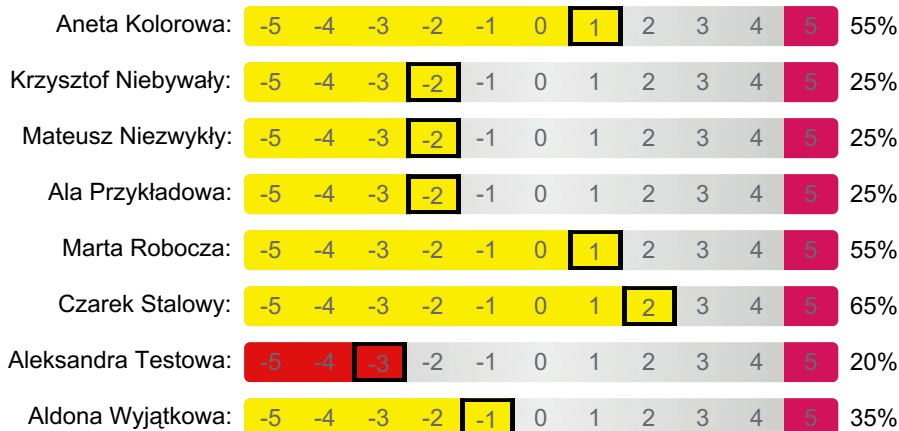
Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

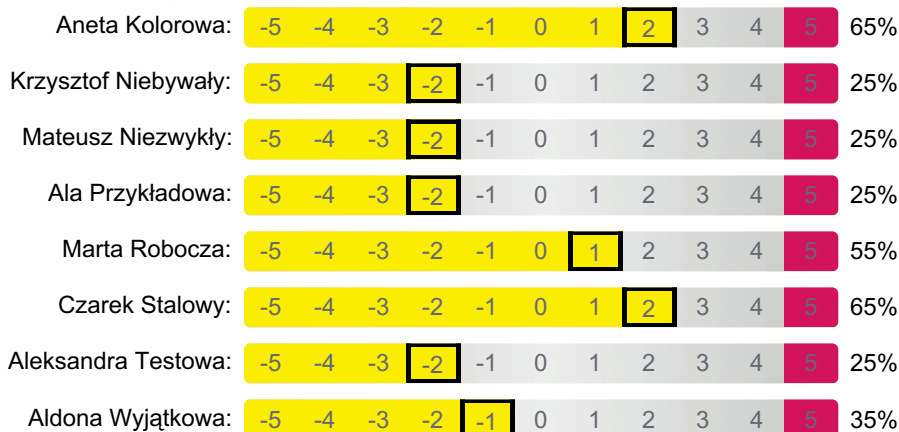
Being a positive change agent and able to create excitement



Selling the idea to people that they need a change



Positively influencing customer toward own goal

 Person score
 Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 36%

Krzysztof Niebywały: 21%

Mateusz Niezwykły: 27%

Ala Przykładowa: 21%

Marta Robocza: 32%

Czarek Stalowy: 83%

Aleksandra Testowa: 21%

Aldona Wyjątkowa: 63%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%

Straight-forward and to the point customer contacts

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Taking control and making sure things happen

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	10%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	10%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	10%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Sales Team

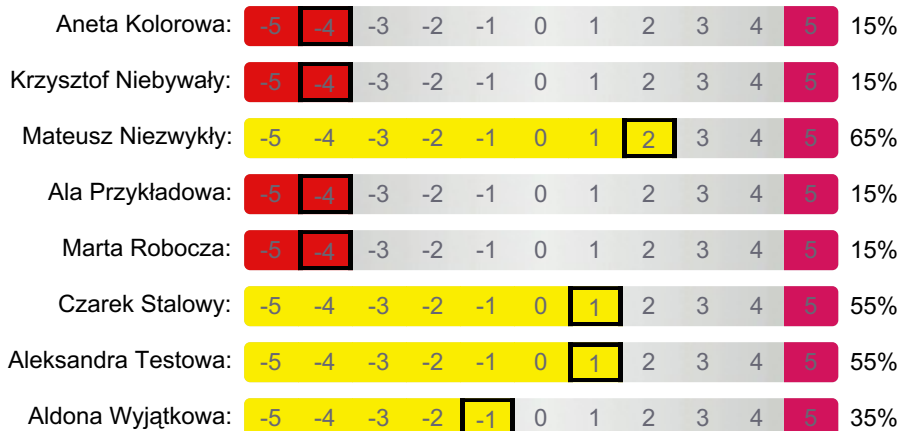
Organization:

Date:

Firma Testowa

24.07.2025

Identifying the goal and focusing solely on it



Reacting quickly and decisively to unexpected changes and events



Prioritizing the most effective thing first



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Trusting on intuition and 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


Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Making fast decisions based on achieving goals

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Taking quick action when nothing develops

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	15%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%

Actively asking questions and proposing new ideas to a customer

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Participating in several projects at the same time



Short-term selling; inspiring and motivating buyers quickly



Responding actively to prospect's request for details



Person score
 Expectation

Sales Team

Organization:

Date:

Firma Testowa**24.07.2025****Match Percentage**

Aneta Kolorowa: 30%

Krzysztof Niebwywały: 23%

Mateusz Niezwykły: 47%

Ala Przykładowa: 23%

Marta Robocza: 29%

Czarek Stalowy: 82%

Aleksandra Testowa: 30%

Aldona Wyjątkowa: 74%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

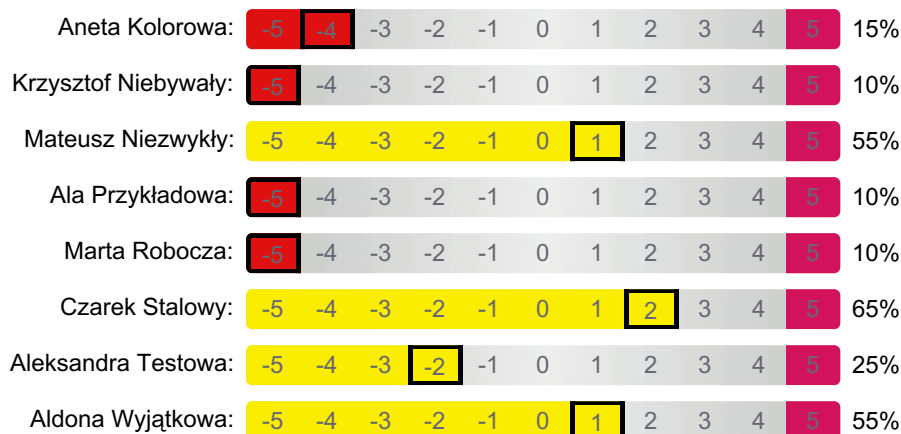
Firma Testowa

24.07.2025

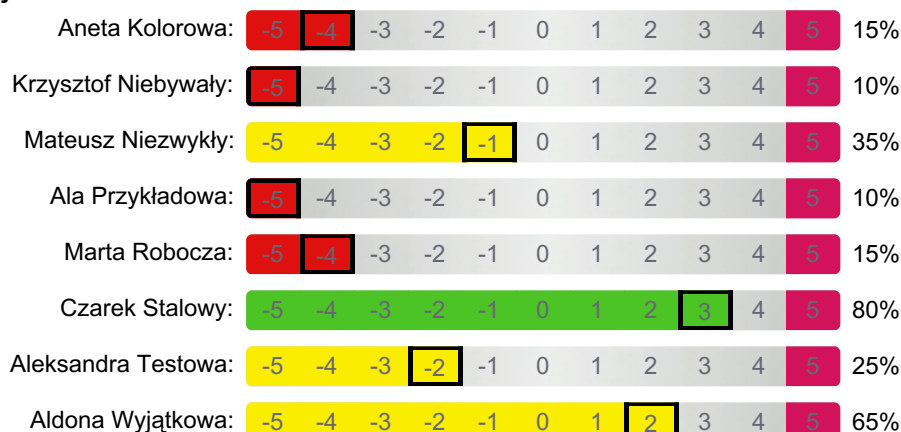
Dealing with Failure

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 the next step after failing on previous one



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Speaking out regardless of consequences



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



Daring to enter totally new areas



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Making courageous and risky decisions when under pressure

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%

Taking spontaneous risky decisions

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%

Taking risks in crisis situations

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%

Sales Team

Organization:

Date:

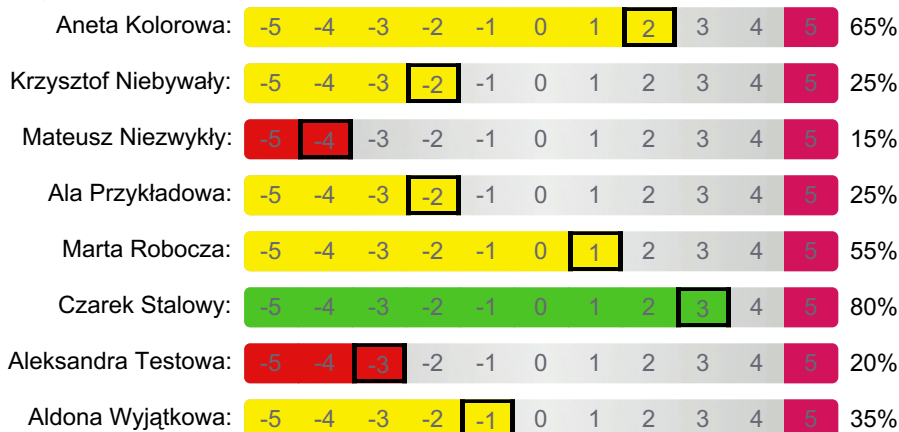
Firma Testowa

24.07.2025

Getting involved and taking action during crises



Showing excitement toward new goals



Finding creative ways of doing old routines



Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
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

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 33%

Krzysztof Niebywały: 20%

Mateusz Niezwykły: 36%

Ala Przykładowa: 20%

Marta Robocza: 28%

Czarek Stalowy: 88%

Aleksandra Testowa: 26%

Aldona Wyjątkowa: 75%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
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

Reaching perfection by renewing things, systems and methods

Taking control in pressure situations


Sales Team

Organization:

Date:

Firma Testowa
24.07.2025
Being a demanding, fast-moving creator of resources

Seeking to continually improve the business performance

Taking strong action against resistance to change


Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Facing a tough and competitive environment



Actively seeking completely new solutions



Keeping the organization on a continual improvement process



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Thinking “outside the box”



Focusing on winning



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

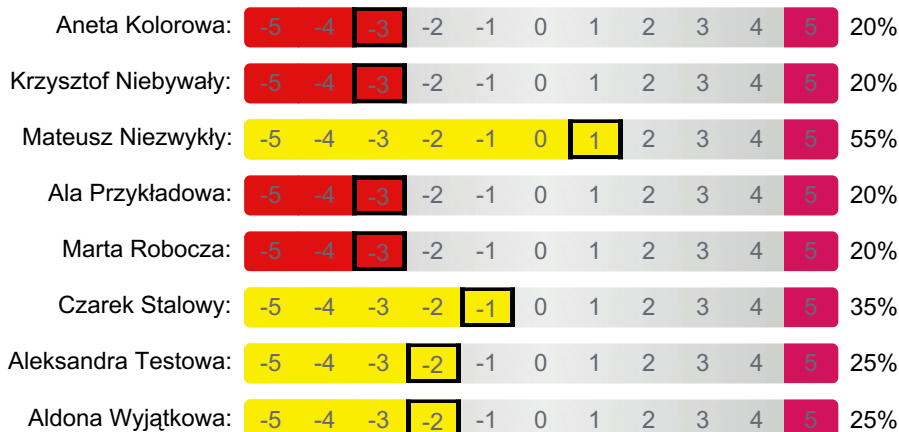
Demanding maximum performance level



Driving decision making processes



Working under strong pressure for results



Person score

Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 22%

Krzysztof Niebwywały: 22%

Mateusz Niezwykły: 58%

Ala Przykładowa: 22%

Marta Robocza: 20%

Czarek Stalowy: 73%

Aleksandra Testowa: 44%

Aldona Wyjątkowa: 70%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Providing the customer with facts and direct feedback



Willingness to remain emotionally neutral when meeting resistance



Focusing only on the essential information



Sales Team

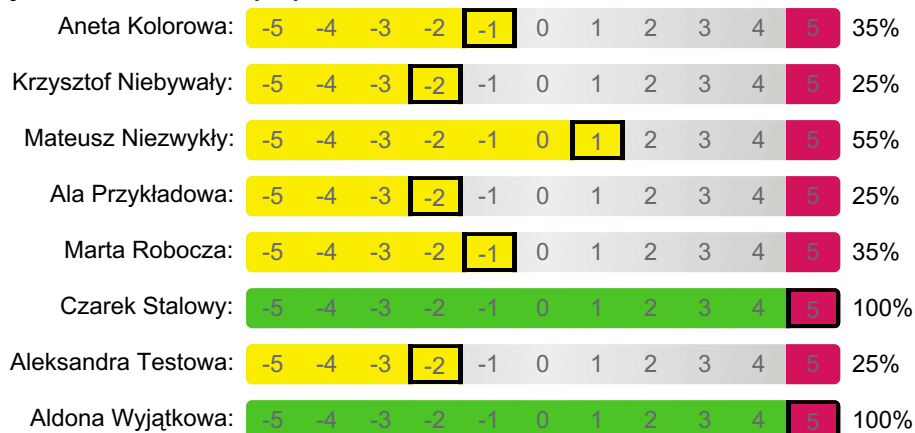
Organization:

Date:

Firma Testowa

24.07.2025

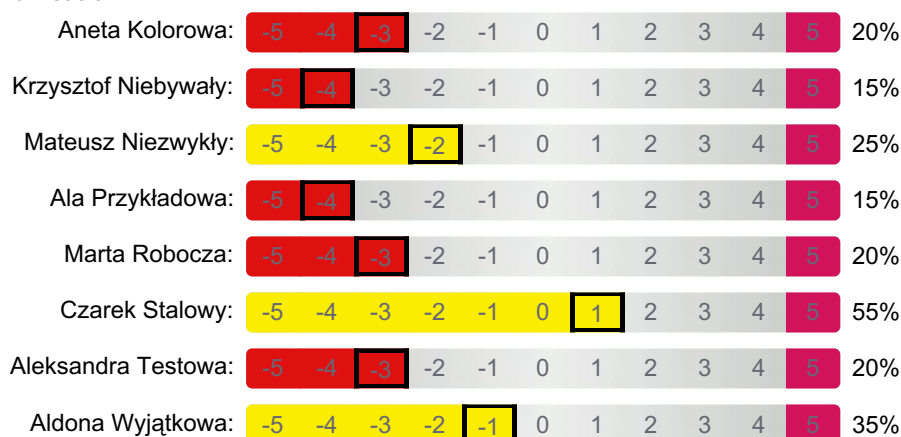
Influencing others with soundly reasoned business proposals



Courageous expression of own opinions and ideas to a customer



Goal-focused and direct communication



Sales Team

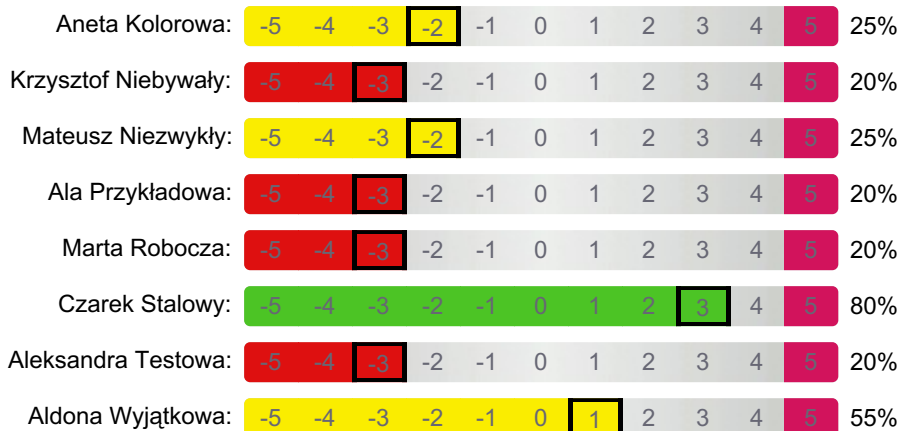
Organization:

Date:

Firma Testowa

24.07.2025

Having the courage to propose what to do



Asking questions that challenge the customer's perception



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



Sales Team

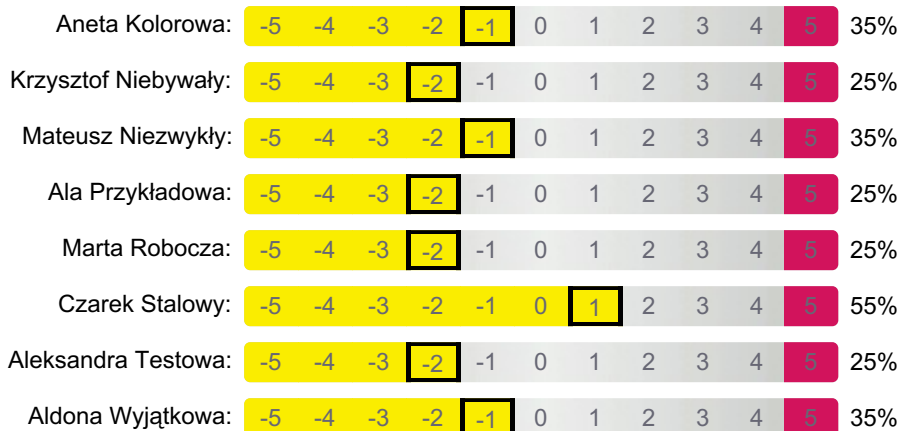
Organization:

Date:

Firma Testowa

24.07.2025

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

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 29%

Krzysztof Niebywały: 21%

Mateusz Niezwykły: 51%

Ala Przykładowa: 21%

Marta Robocza: 26%

Czarek Stalowy: 77%

Aleksandra Testowa: 38%

Aldona Wyjątkowa: 70%

Identify your strengths and development area for this sales competence.

Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

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



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

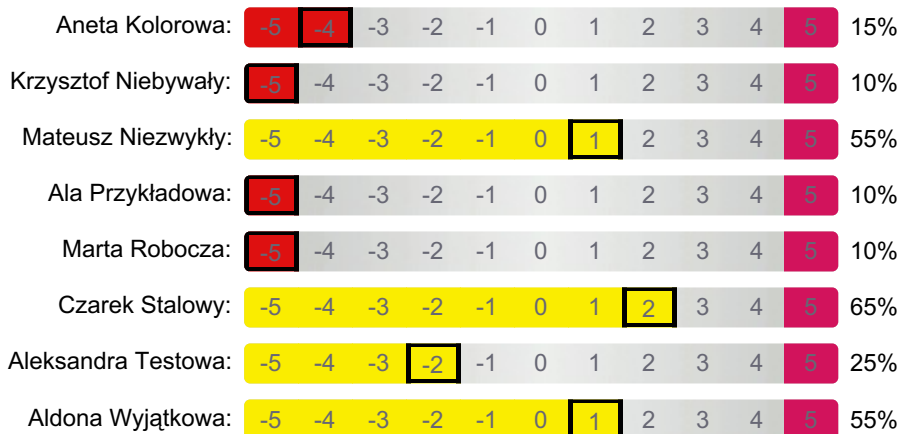
Focusing solely on completing a task without allowing distractions



Concentrating on facts



Direct, goal focused communication



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Providing the customer with facts and direct feedback



Willingness to remain emotionally neutral when meeting resistance



Judging others based on facts and data



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Influencing others with soundly reasoned business proposals



Moving the sales process forward to achieve one's goal



Paying attention only to the essential information



Sales Team

Organization:

Date:

Firma Testowa

24.07.2025

Using data to sell ideas to others



Striking a balance between people and tasks/things



Focusing on the next step in the sales process



Person score Expectation

Sales Team

Organization:

Firma Testowa

Date:

24.07.2025

Match Percentage

Aneta Kolorowa: 32%

Krzysztof Niebwywały: 32%

Mateusz Niezwykły: 65%

Ala Przykładowa: 32%

Marta Robocza: 29%

Czarek Stalowy: 65%

Aleksandra Testowa: 55%

Aldona Wyjątkowa: 72%

Identify your strengths and development area for this sales competence.
