

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

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.

Karolina Różowa

Organization:

XYZ Sp. z o.o.

Date:

02.11.2023



Introduction to the FinxS® Sales 18:

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

How to use the FinxS® Sales 18:

This assessment identifies your natural, hard-wired DISC behavioral tendencies in the same 18 competences of selling success to allow you to discover the similarities and differences between your natural behavioral style and your current level of competence. 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 competences 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 your natural behavioral style.

As with your FinxS® Sales Capacity Assessment, 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 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 or a sales coach who has been trained to interpret this FinxS® Sales 18 together with your FinxS® Sales Capacity Assessment. They have been professionally trained to interpret both assessments and the consequences of your combined results to develop a clear roadmap to your success.



Creating Your Road Map to Success with FinxS® Sales 18 and FinxS® Sales Capacity Assessment:

Ideally you will use FinxS® Sales 18 with your FinxS® Sales Competence Assessment. Doing so will allow you and your sales coach to distinctly identify and address the differences between your natural, hard-wired behavioral tendencies and your present competence levels.

You will be able to clearly calculate the differences between what your natural style predicts and what your present competences are to discover if you are:

- performing better than your natural behavioral style predicts.
- not using your full potential.

The analysis of the above differences will help you and your sales coach to create a powerful development plan to make you more successful.

Other Available Resources to Create Your Road Map to Success:

While this assessment focuses on the important 18 sales competences, be sure to actively use your Extended DISC® Sales Professional Assessment. It will provide you with the map to more successful interactions with prospects and clients. You will learn:

1. The four main human behavioral styles.
2. Who you are and how others perceive you.
3. How to read prospects and client and to better understand them.
4. How to adjust your sales style to achieve your goals.

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.

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.



Competence Match Percentage: 77%

□ Person score ■ Expectation

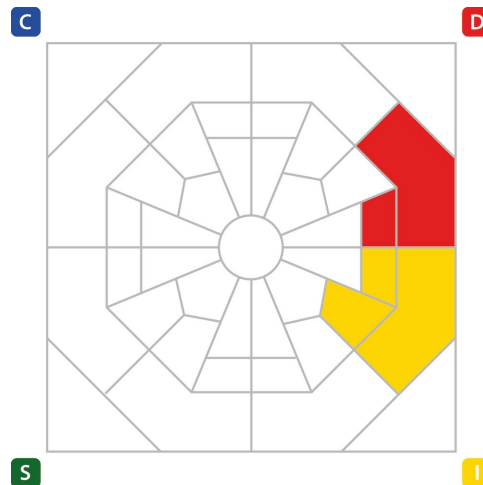
Prospecting score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

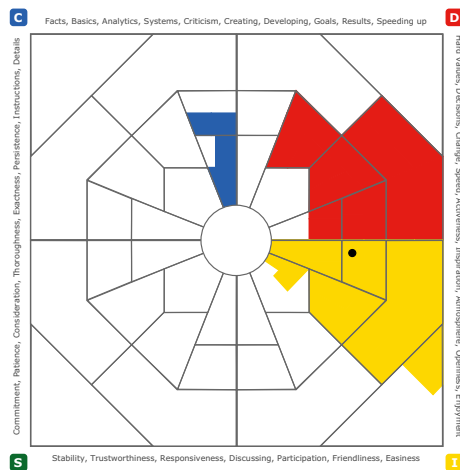
Prospecting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in prospecting 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.

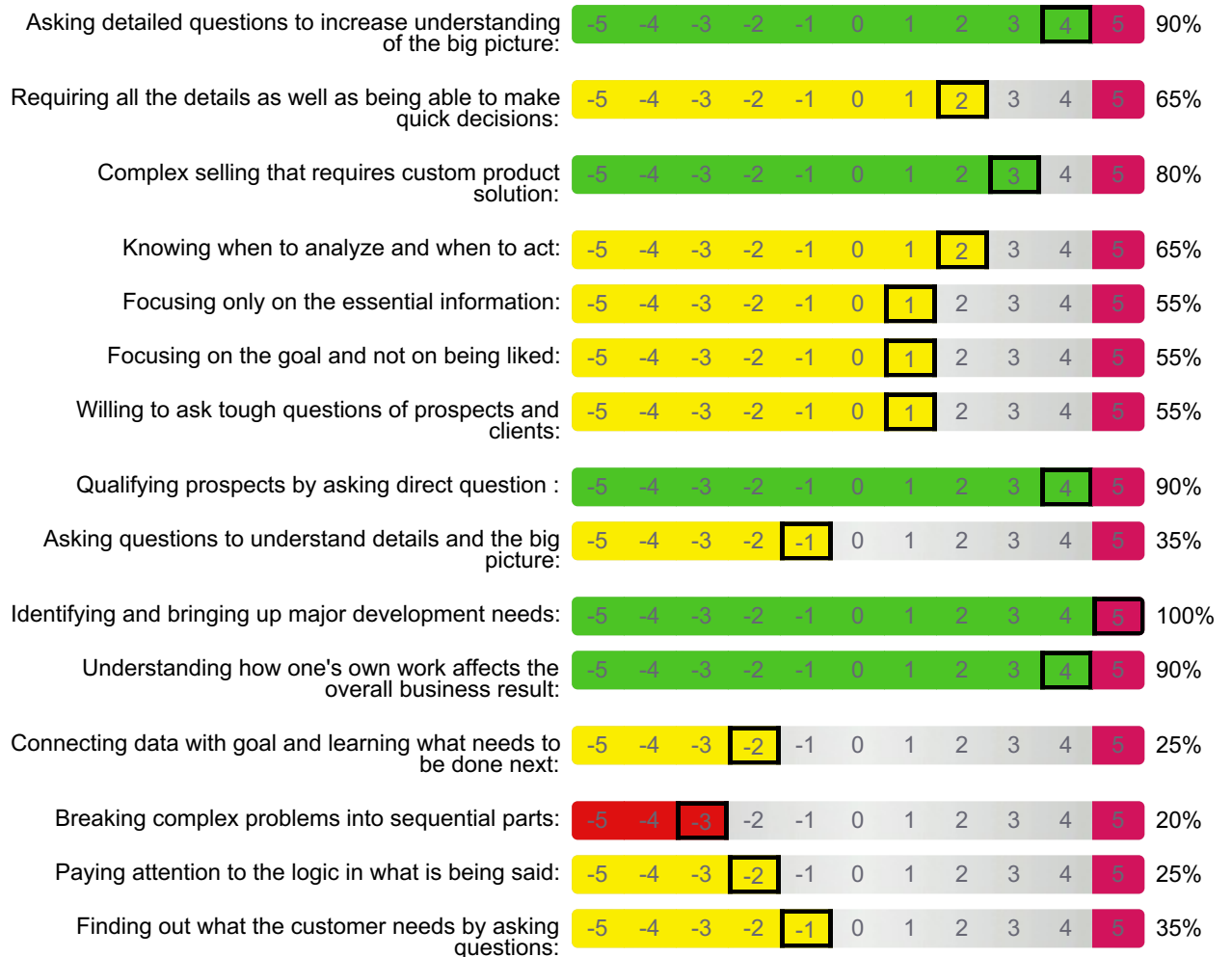


Next step:

Work with your Sales Coach to create your road map to success. For help in the process, review your FinxS® Sales Assessment "Prospecting - Development Tips" for personalized guidance.

Qualifying

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



Competence Match Percentage: 59%

Person score Expectation

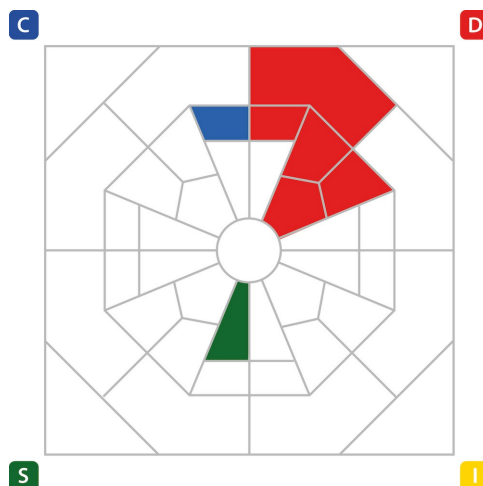
Qualifying score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

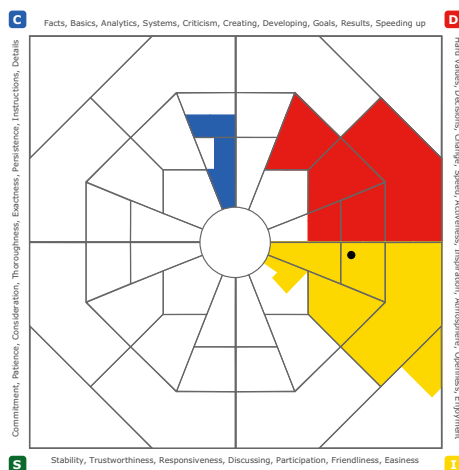
Qualifying - Required Behaviors

Below is the visual representation where the required behaviors to succeed in qualifying 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Qualifying Development Tips" for personalized guidance.

Building Rapport

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



Competence Match Percentage: 40%

☐ Person score ☒ Expectation

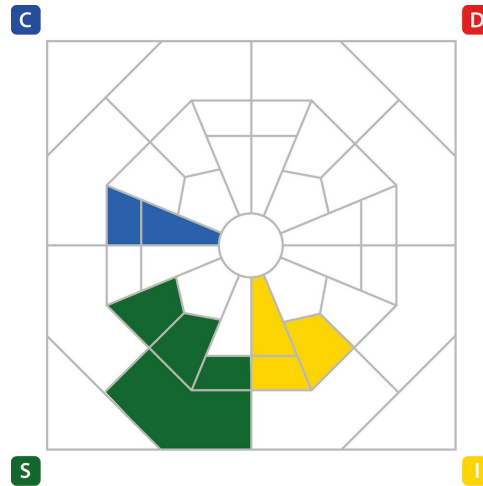
Building Rapport score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

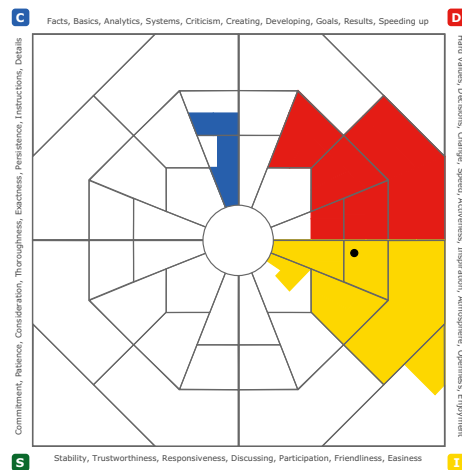
Building Rapport - Required Behaviors

Below is the visual representation where the required behaviors to succeed in building rapport 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Building Rapport Development Tips" for personalized guidance.

Following the sales process

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



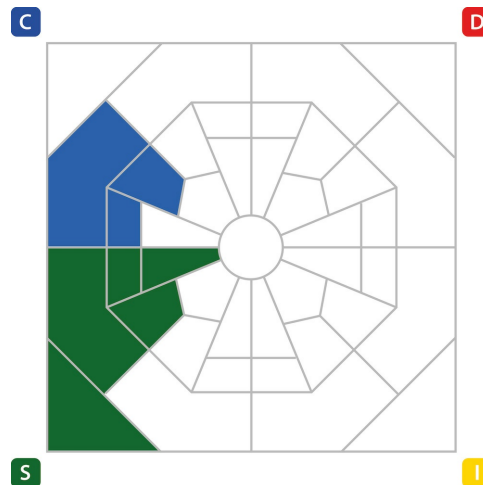
Following the sales process score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

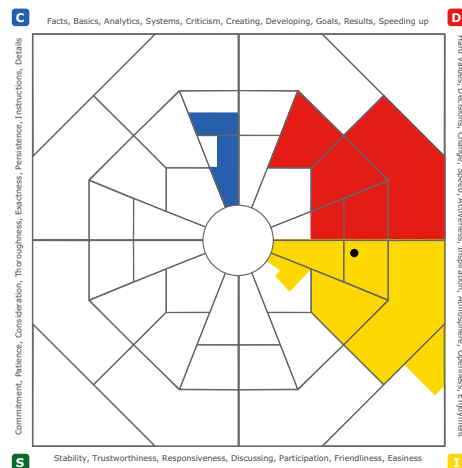
Following the sales process - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Following the sales process 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.

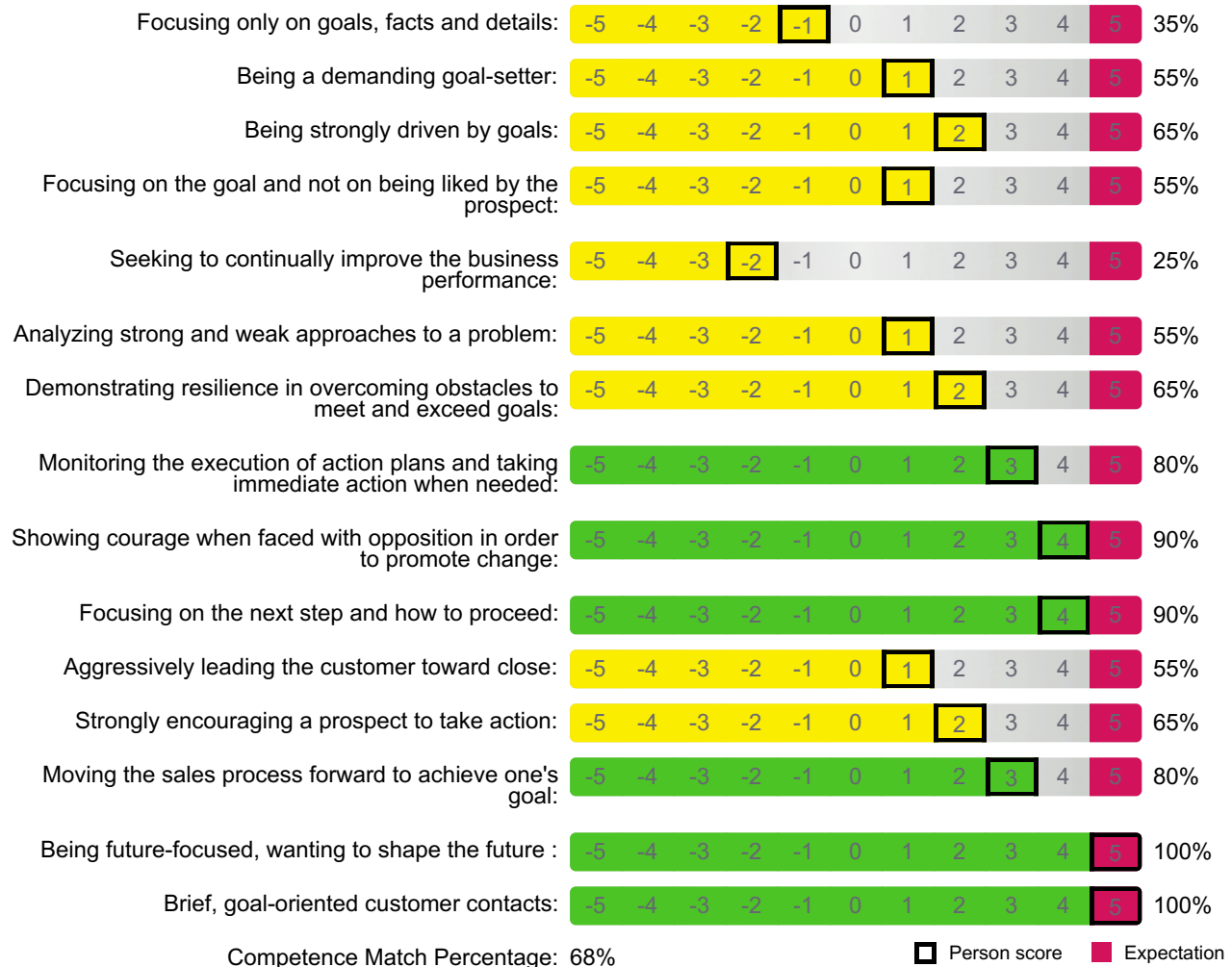


Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Following the sales process - Development Tips" for personalized guidance.

Goal Orientation

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



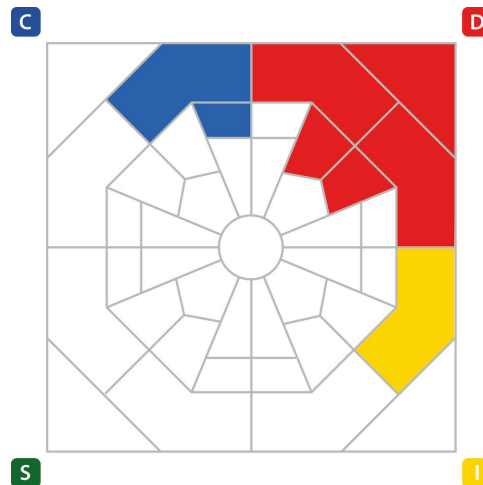
Goal Orientation score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

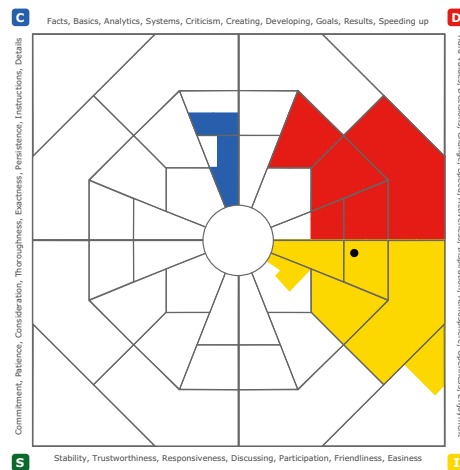
Goal Orientation - Required Behaviors

Below is the visual representation where the required behaviors to succeed in goal orientation 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.

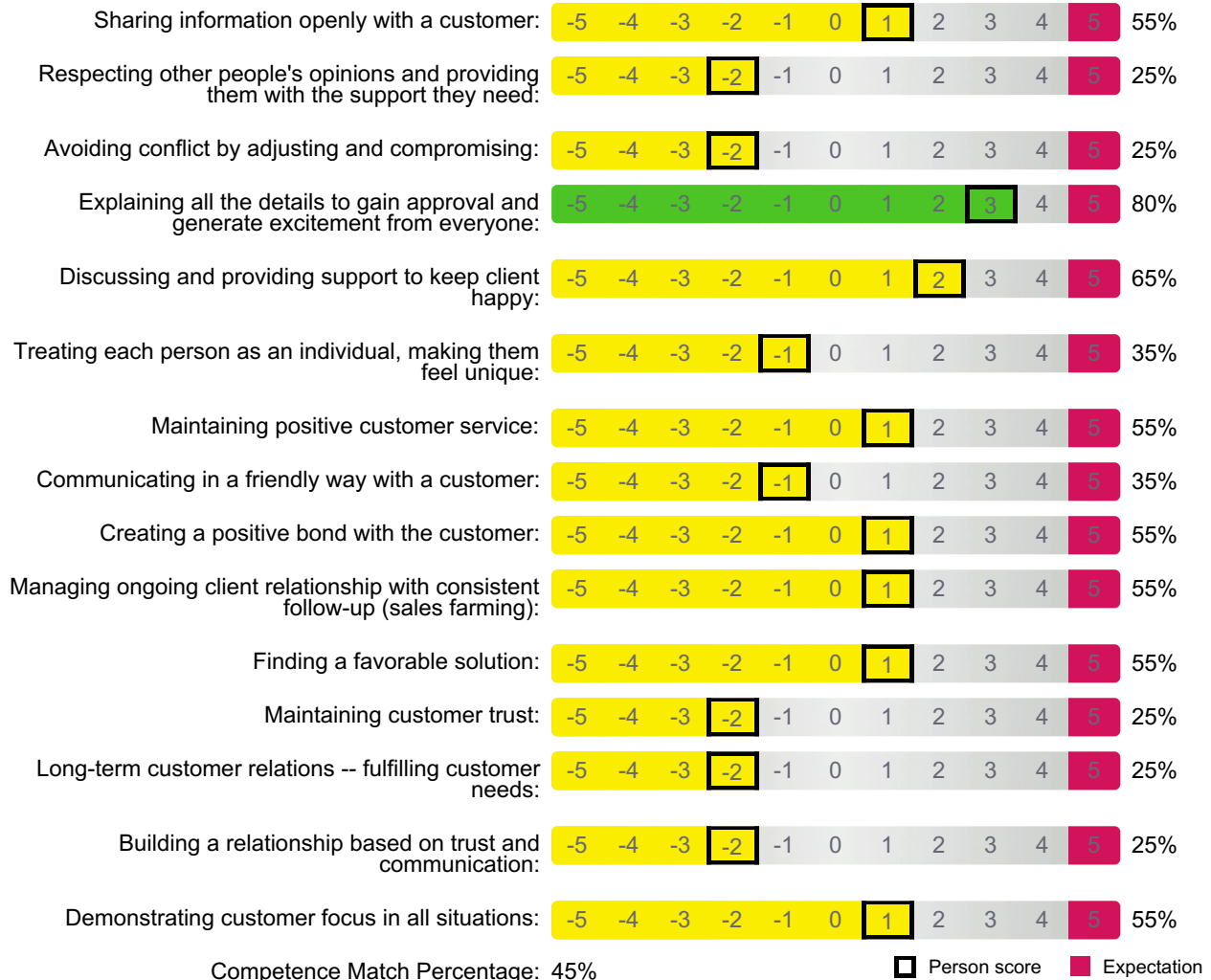


Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Goal Orientation - Development Tips" for personalized guidance.

Gaining Trust

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



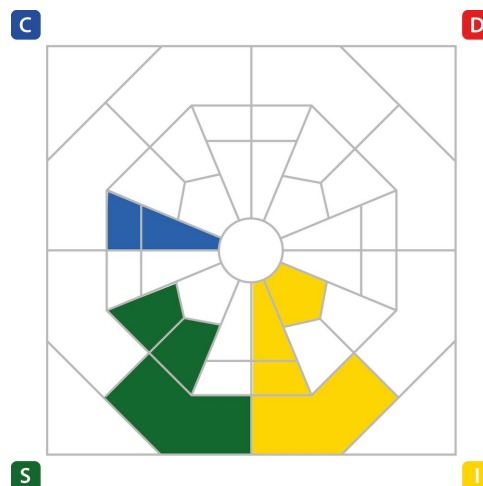
Gaining Trust score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Negative percentage indicates that your current Gaining Trust is lower than your natural style indicates. Positive percentage indicates that your needing approval is higher than your natural style indicates.

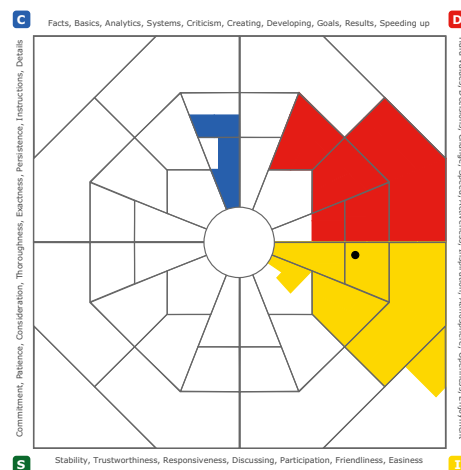
Gaining Trust - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Gaining Trust 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Gaining Trust Development Tips" for personalized guidance.

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.



Competence Match Percentage: 73%

□ Person score ■ Expectation

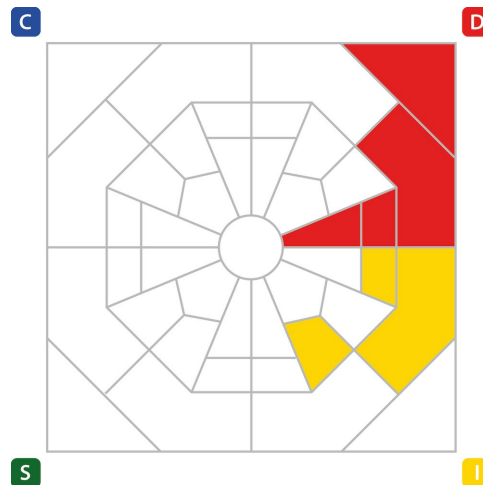
Controlling the Sales Process score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

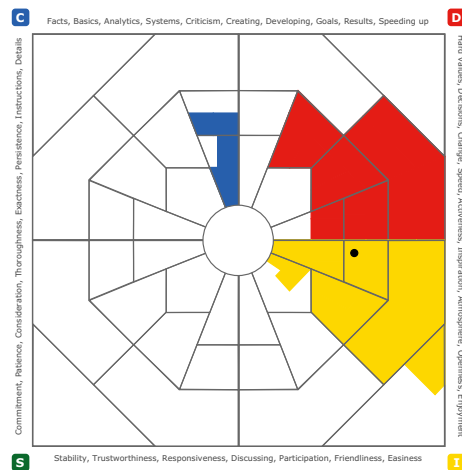
Controlling the Sales Process - Required Behaviors

Below is the visual representation where the required behaviors to succeed in qualifying 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Controlling the Sales Process Development Tips" for personalized guidance.

Handling Objections

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



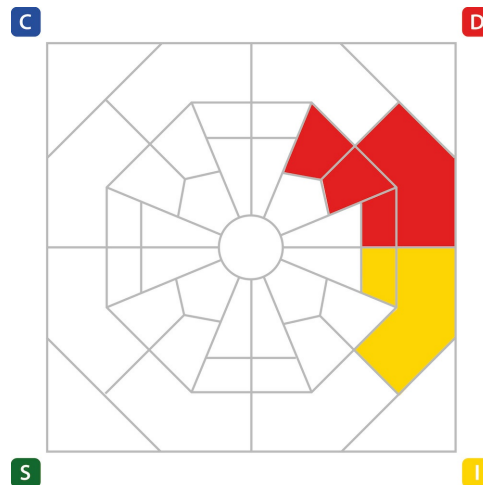
Handling Objections score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

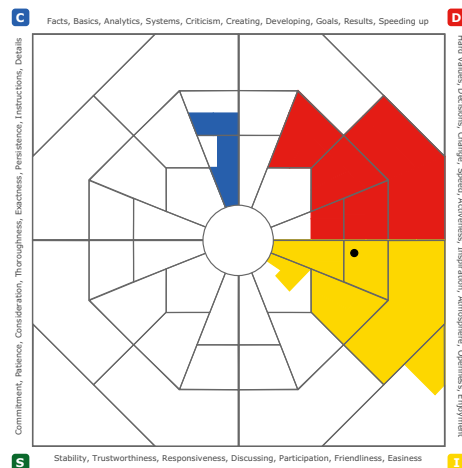
Handling Objections - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Handling Objections 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.

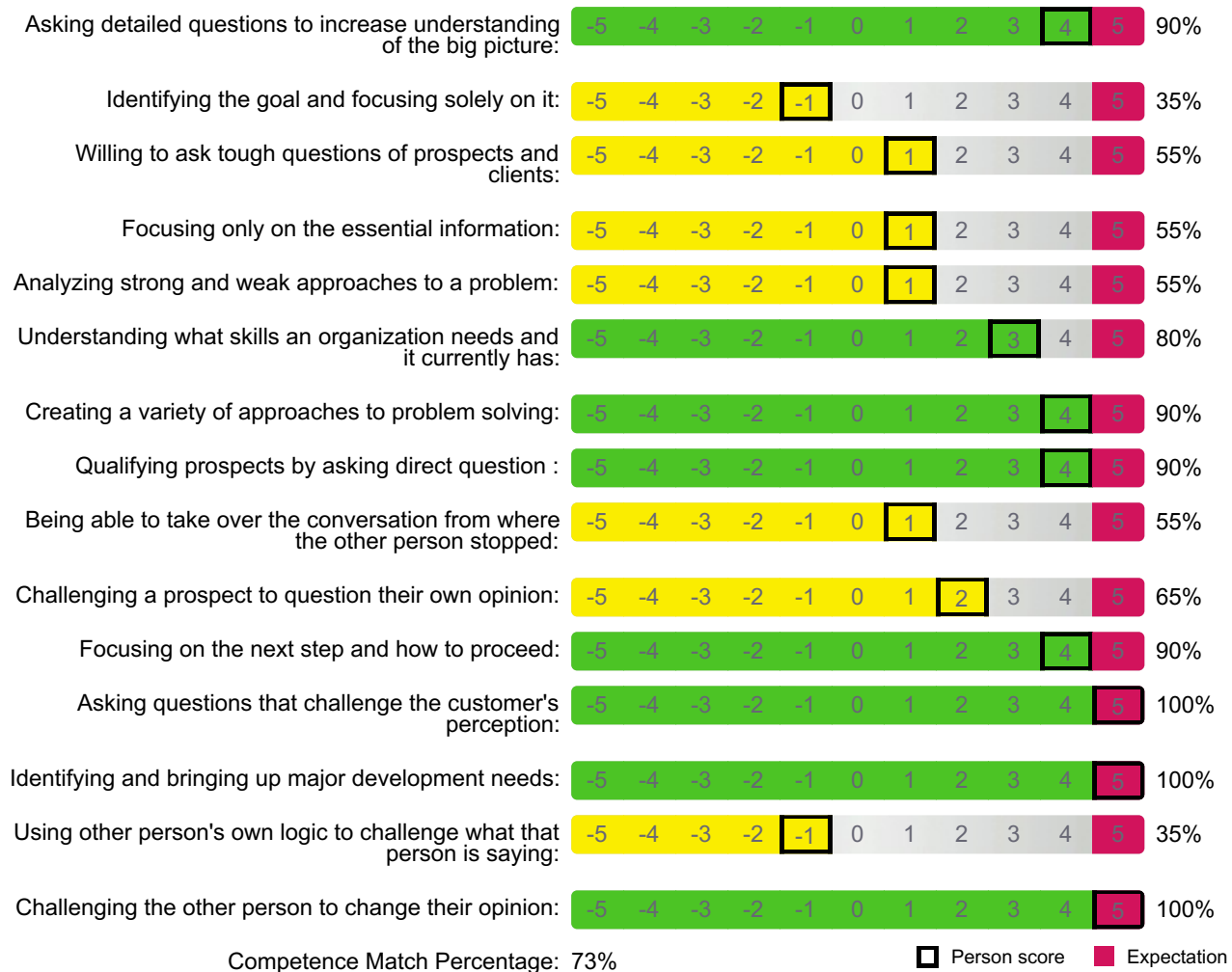


Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Capacity Assessment "Handling Objections - Development Tips" for personalized guidance.

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.



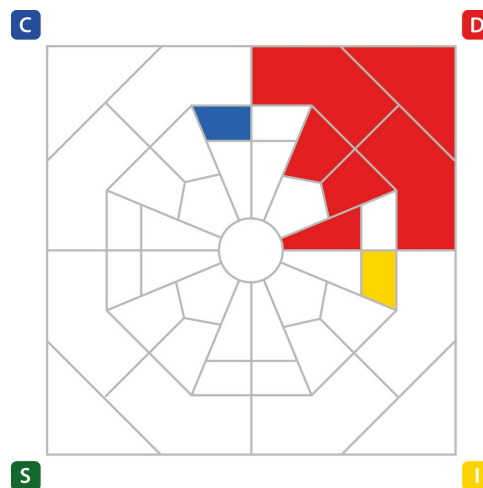
Questioning Effectiveness score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.

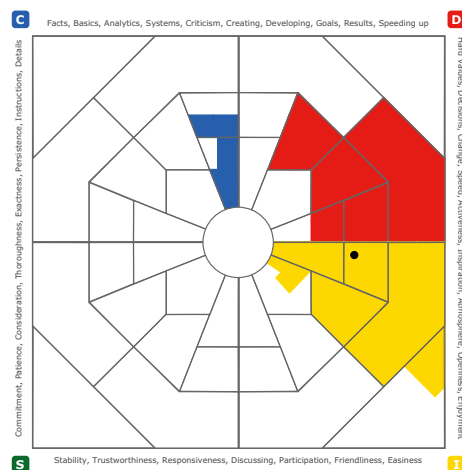
Questioning Effectiveness - Required Behaviors

Below is the visual representation where the required behaviors to succeed in questioning effectiveness 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Questioning Effectiveness Development Tips" for personalized guidance.

Active Listening

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



Competence Match Percentage: 42%

□ Person score ■ Expectation

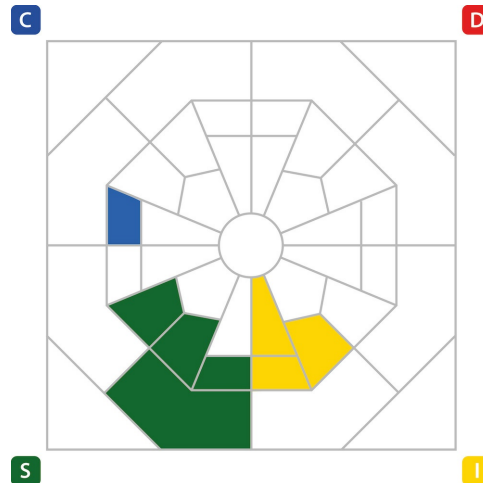
Active Listening score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

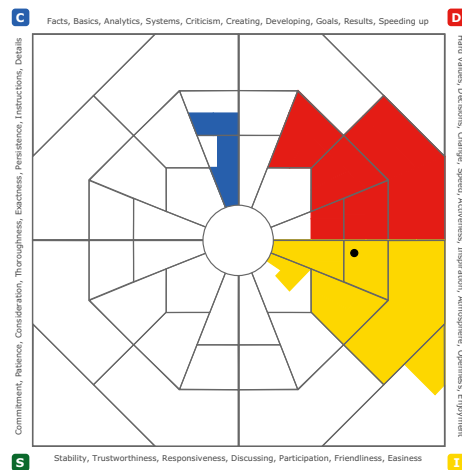
Active Listening - Required Behaviors

Below is the visual representation where the required behaviors to succeed in active listening 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Active Listening Development Tips" for personalized guidance.

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.



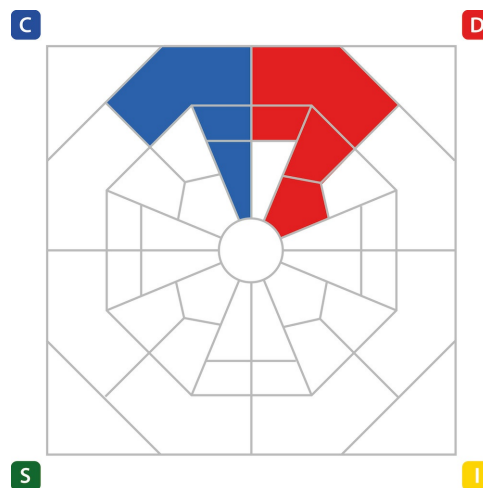
Critical Thinking score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

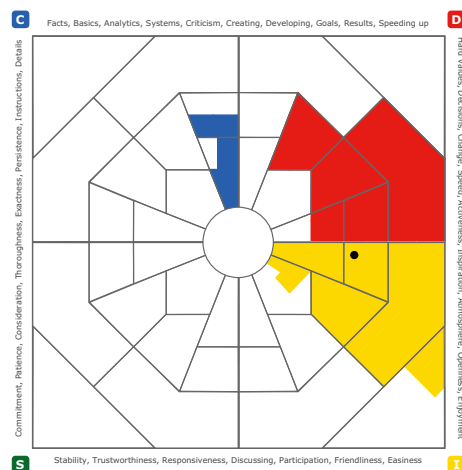
Critical Thinking - Required Behaviors

Below is the visual representation where the required behaviors to succeed in critical thinking 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.

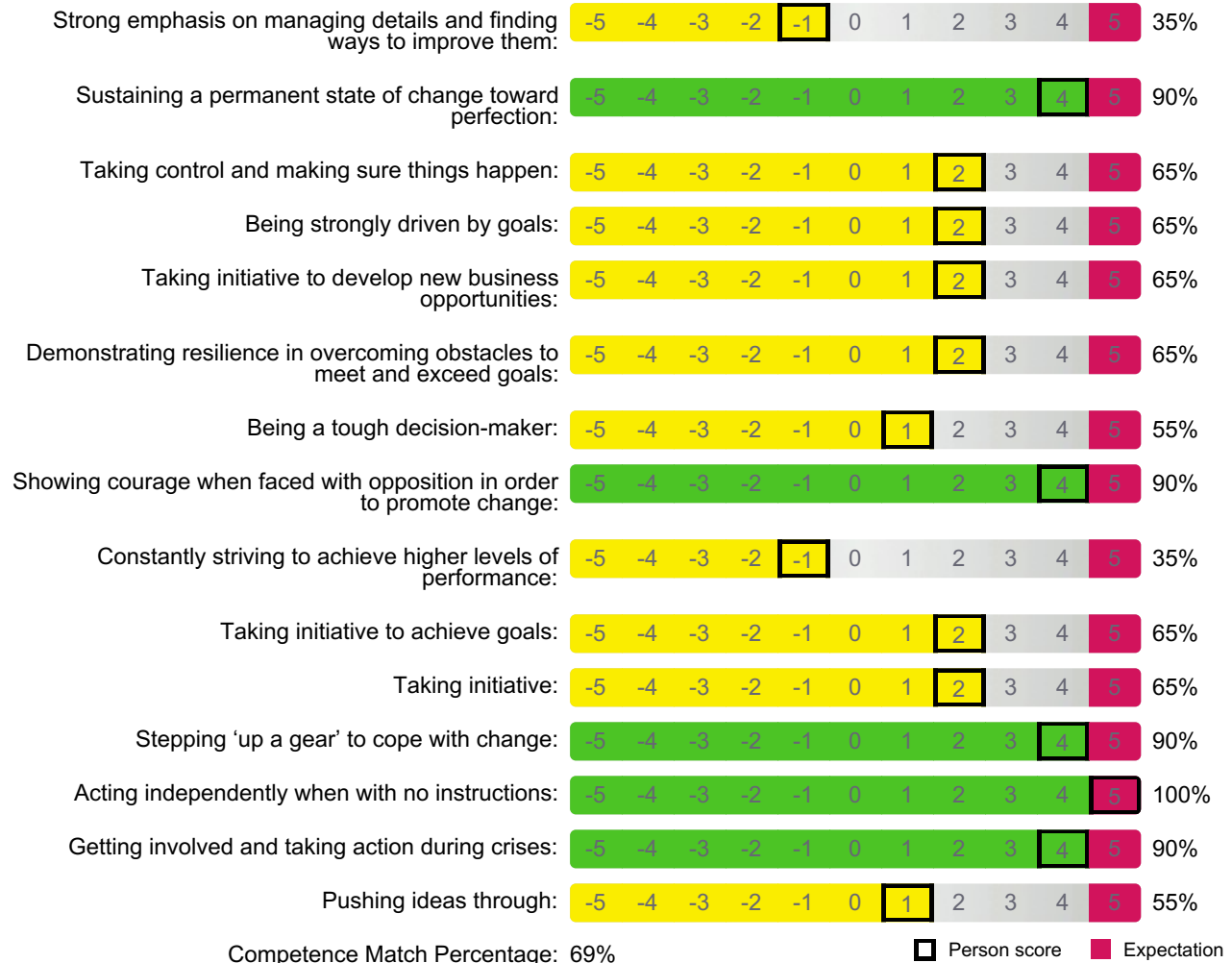


Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Critical Thinking Development Tips" for personalized guidance.

Initiative

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



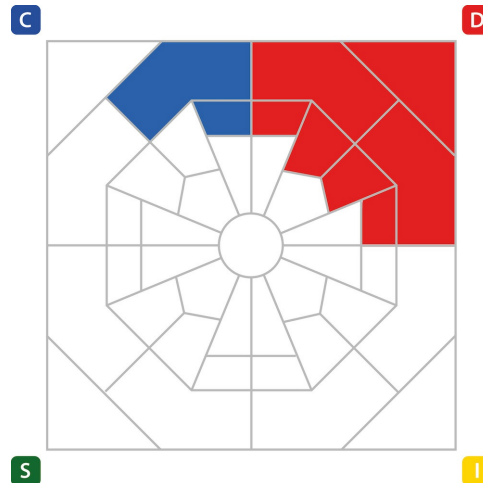
Initiative score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

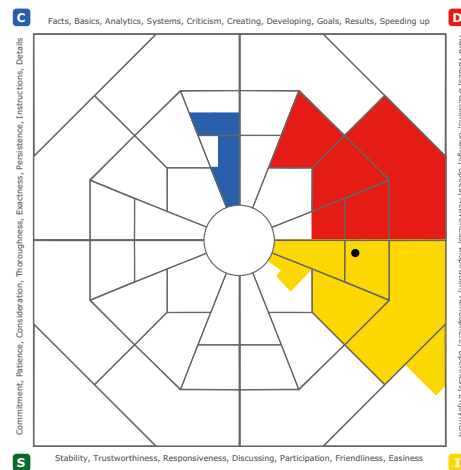
Initiative - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Initiative 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Initiative Development Tips" for personalized guidance.

Presenting

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



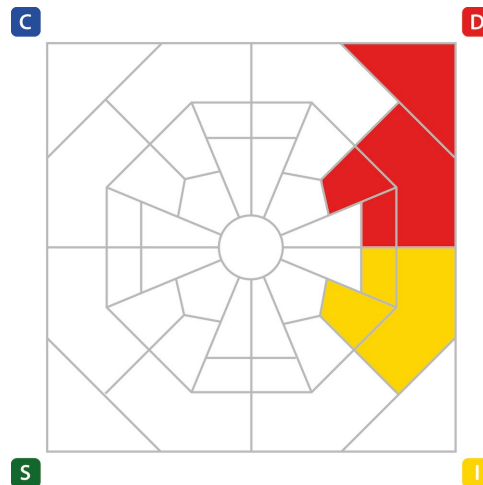
Presenting score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

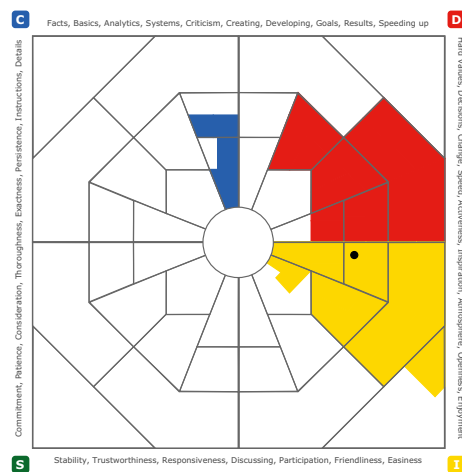
Presenting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in presenting 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Presenting Development Tips" for personalized guidance.

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.



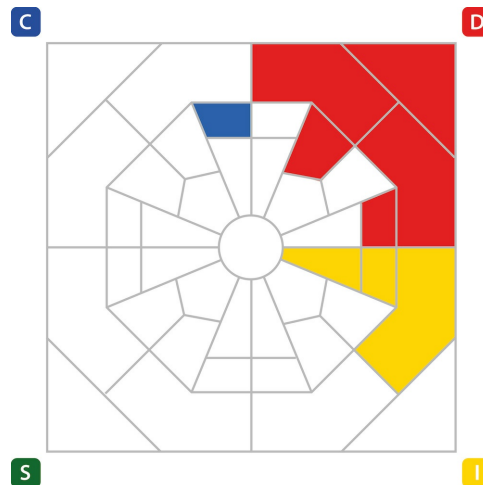
Time Management score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

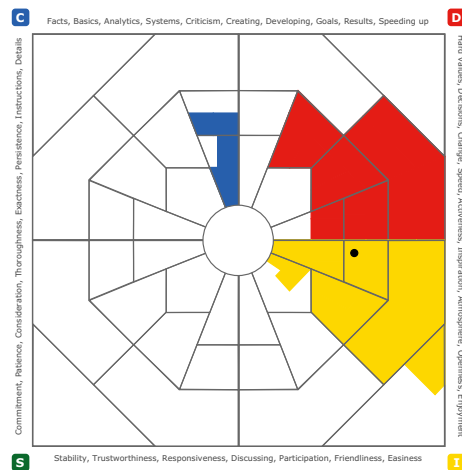
Time Management - Required Behaviors

Below is the visual representation where the required behaviors to succeed in time management 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.

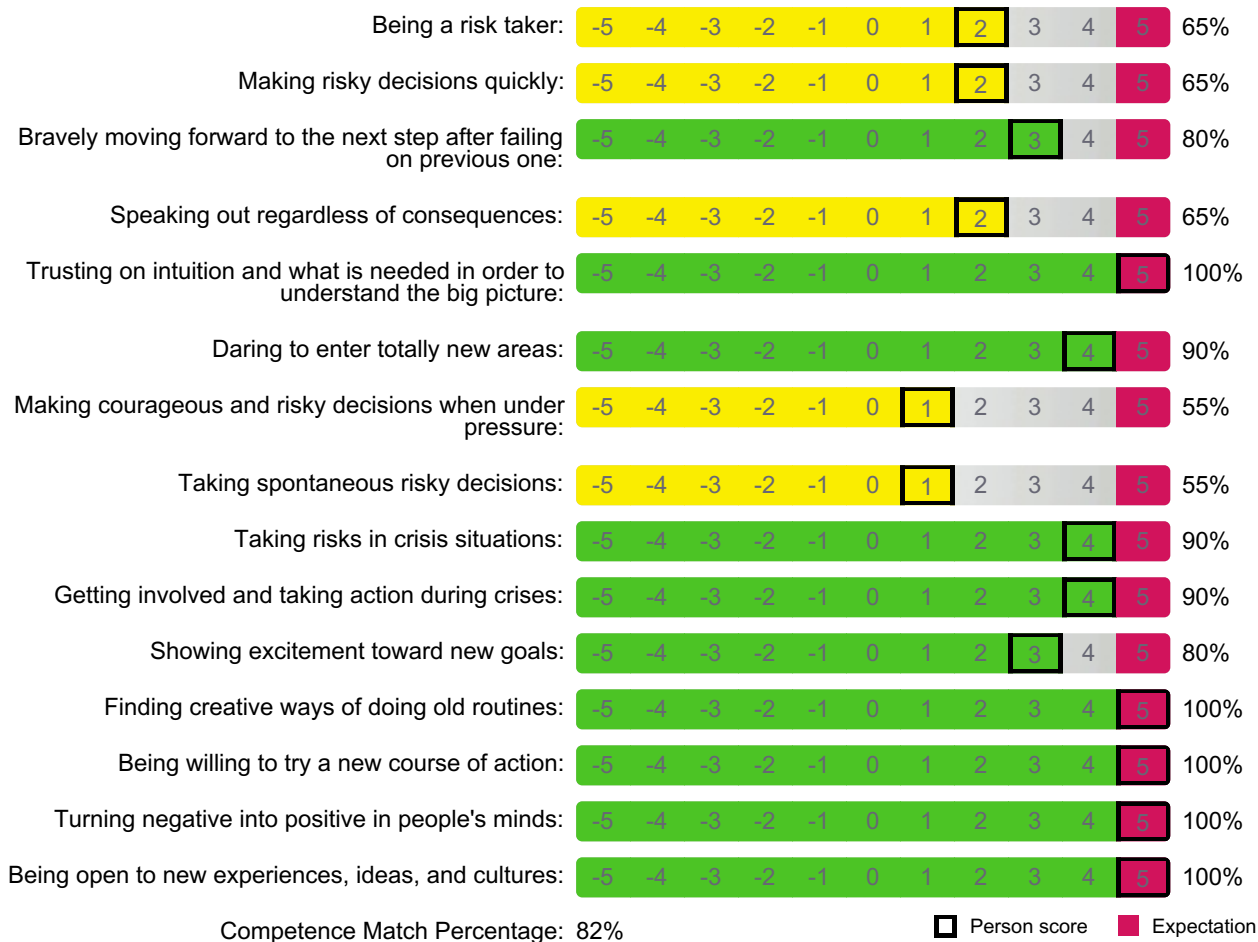


Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Time Management Development Tips" for personalized guidance.

Dealing with Failure

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



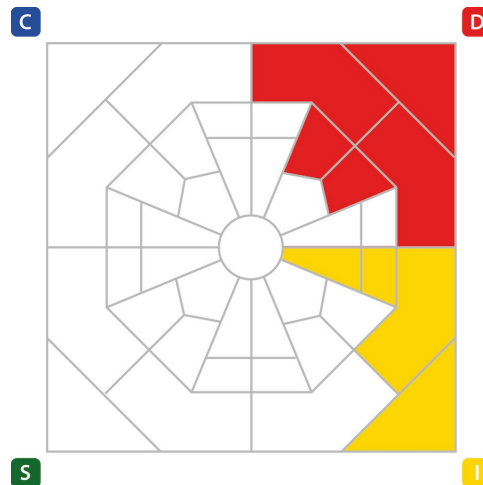
Dealing with Failure score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

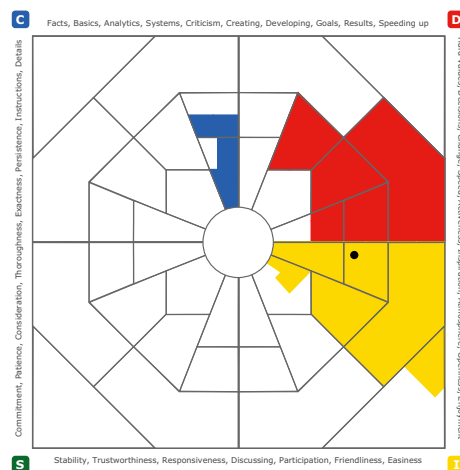
Dealing with Failure - Required Behaviors

Below is the visual representation where the required behaviors to succeed in dealing with failure 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.

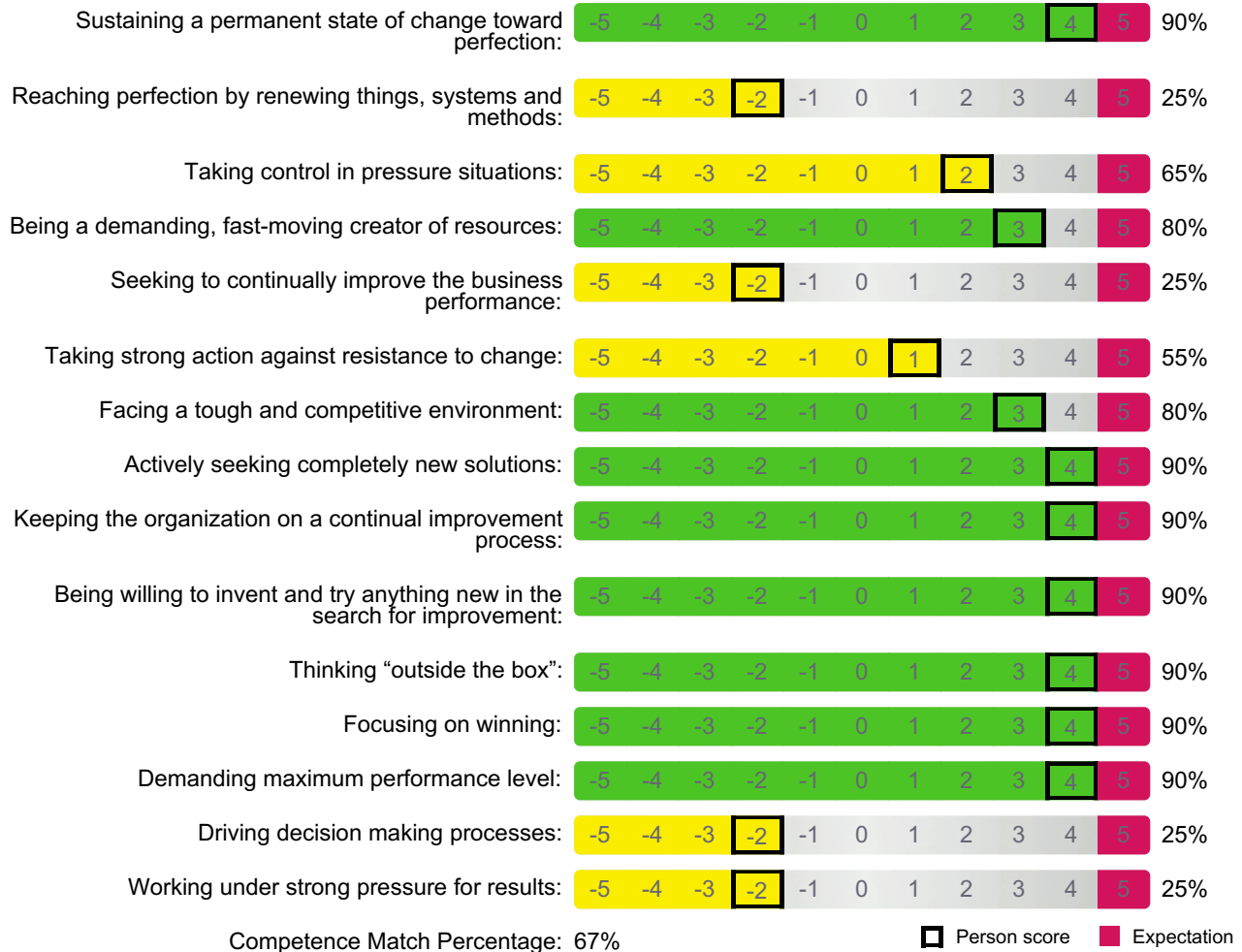


Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Dealing with Failure Development Tips" for personalized guidance.

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.



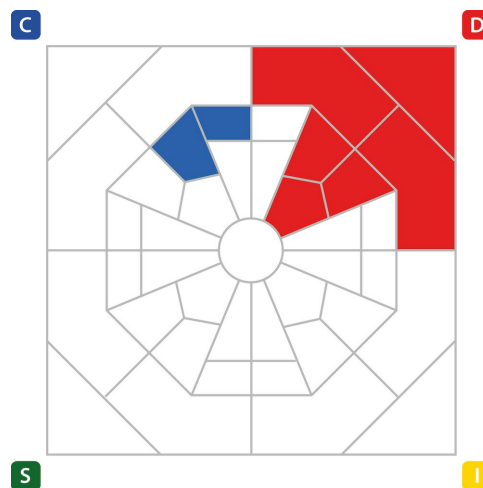
Determined Competitiveness score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

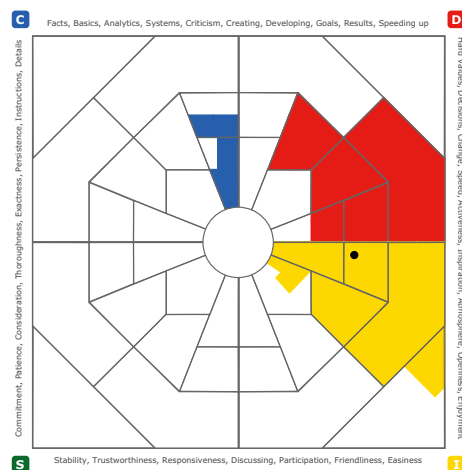
Determined Competitiveness - Required Behaviors

Below is the visual representation where the required behaviors to determined competitiveness 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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Determined Competitiveness - Development Tips" for personalized guidance.

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.



Competence Match Percentage: 72%

☐ Person score ☒ Expectation

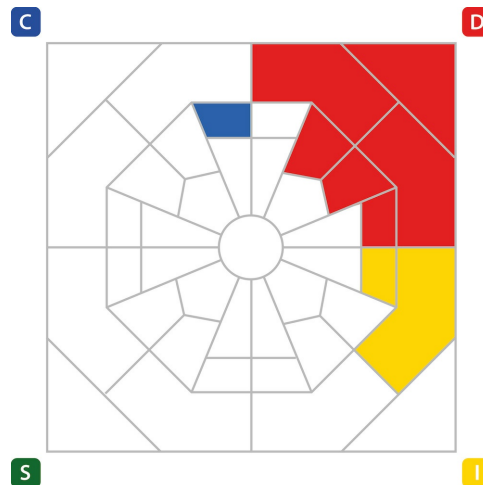
Money Concept score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.

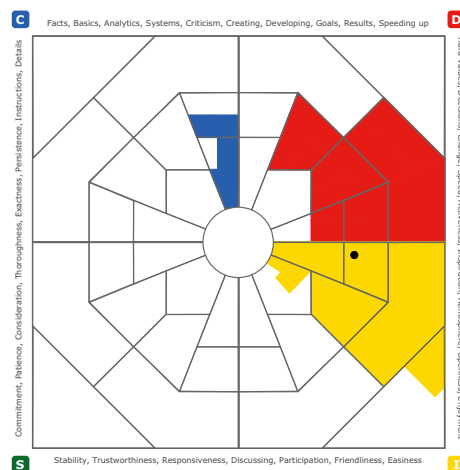
Money Concept - Required Behaviors

Below is the visual representation where the required behaviors to money concept 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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Money Concept - Development Tips" for personalized guidance.

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.



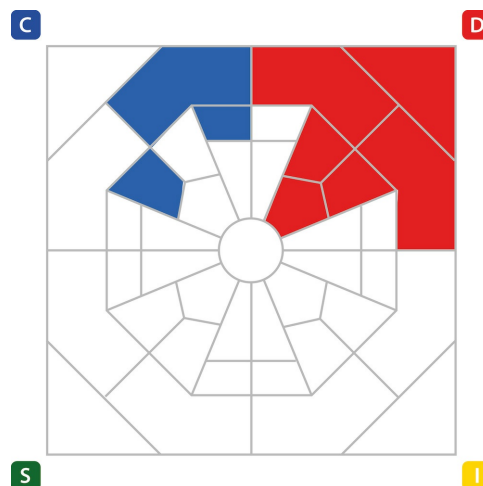
Emotional Detachment score from FinxS® Sales Capacity Assessment: _____

FinxS® Sales Capacity Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

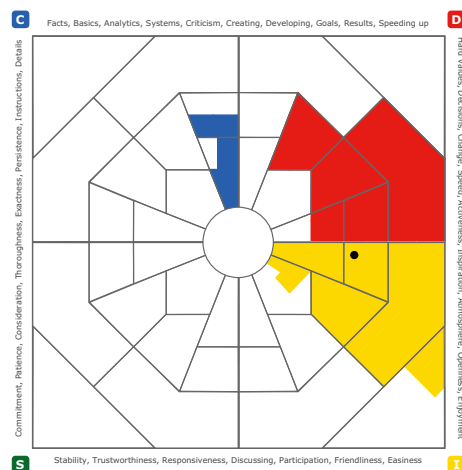
Emotional Detachment - Required Behaviors

Below is the visual representation where the required behaviors to emotional detachment 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.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Emotional Detachment Development Tips" for personalized guidance.