

SALES TEST (SALES-AT 05)

EVALUATION REPORT

- Candidate: Candidate X
- Evaluation date: January 200X

The present report is confidential. All measures must therefore be taken to preserve the confidentiality of the data presented. Only authorized persons should have access to the content of the report.

ÉVALUATION PERSONNEL
SÉLECTION INTERNATIONAL, INC.

WWW.EPSI-INC.COM



Sales Test

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Explanation of the Sales Test

The Sales Test (SALES-AT 05) assesses the candidate's capacity to react appropriately to situations in a sales context. This test is mainly aimed at candidates applying for the position of sales person, representatives, advisors or any other position in which sales are an important aspect. Each question is composed of a short scenario likely to occur in a sales context.

In this exercise, the candidate had to answer eighty-three (83) multiple choice questions that involved the required skills related to four (4) assessment criteria. For each question, the candidate had to analyze and choose the best answer for this type of situation.

This exercise does not assess the specific knowledge for this field of employment.

Rating scale

For this report, the results are presented using the following rating scale:

Excellent 5	The candidate responds to the main aspects and criteria of the evaluation and his/her responses are appropriate. The candidate has surpassed expectations.
Very good 4	The candidate responds to most of the criteria of the evaluation and there were no major deficiencies noted for the aspects evaluated. The candidate demonstrated an above-average performance.
Good 3	Some of the main and secondary criteria of the evaluation were raised. The candidate demonstrates some minor deficiencies with regards to the evaluated criteria.
Weak 2	The candidate omits important aspects and criteria of the evaluation. The candidate presents some major deficiencies and is having problems.
Poor 1	The candidate omits most of the aspects that are evaluated and presents several major deficiencies. The candidate is incapable of responding or the answers are inappropriate.
Absent 0	The candidate did not demonstrate this evaluation criterion in any way.

Sales Test

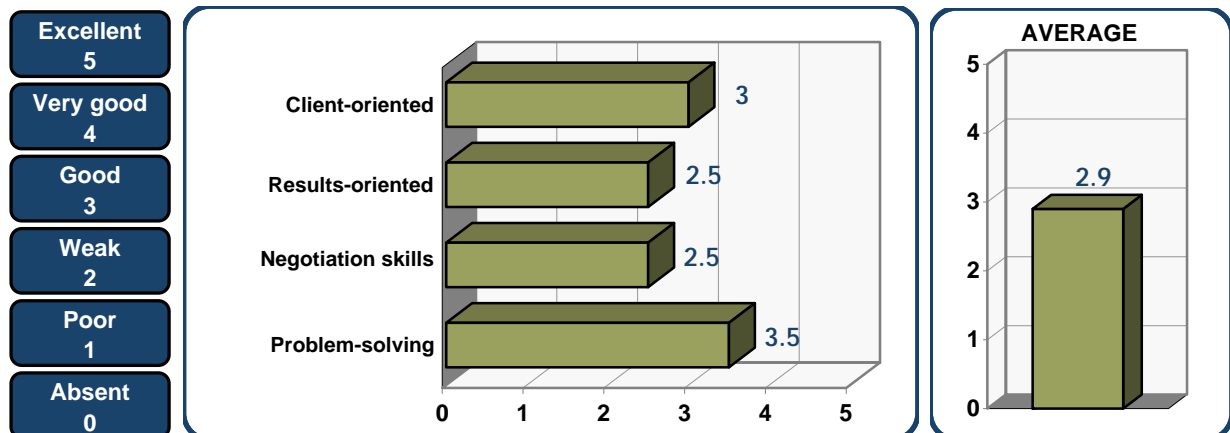
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Definition of the competencies evaluated

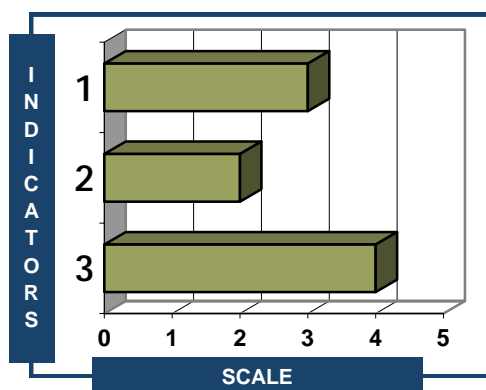
- **CLIENT-ORIENTED:** Aims to establish a long-term relationship with clients, to provide quality services that meet their needs, as well as maintaining a high level of satisfaction.
- **RESULTS-ORIENTED:** Puts in lots of efforts to reach set goals and considers the achievement of results as a main concern.
- **NEGOTIATION SKILLS:** Excellent knowledge of negotiation approaches and techniques used to reach agreements that are beneficial to all parties involved.
- **PROBLEM-SOLVING:** Identifies the problems, their possible solutions and determine the best strategies to solve them.

Results obtained



Result per competency

Client-oriented



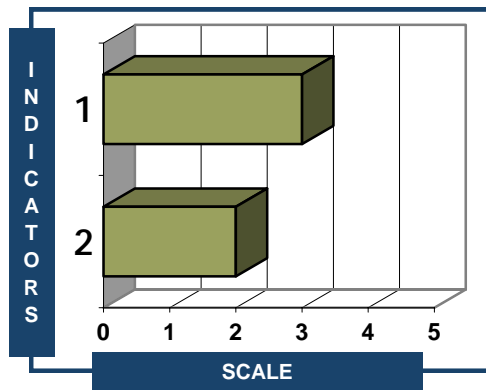
- 1 Identifies the customer's needs**
Evaluates to what extent the person wishes to identify the client's needs.
- 2 Offers appropriate products and services**
Evaluates to what extent the person can adapt his/her recommendations, in order to offer products and services that meet the client's needs.
- 3 Establishes a positive atmosphere**
Evaluates to what extent the person wishes to establish a comfortable and positive atmosphere with clients.

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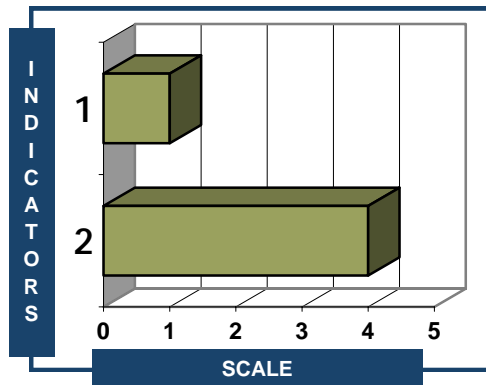
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Results-oriented



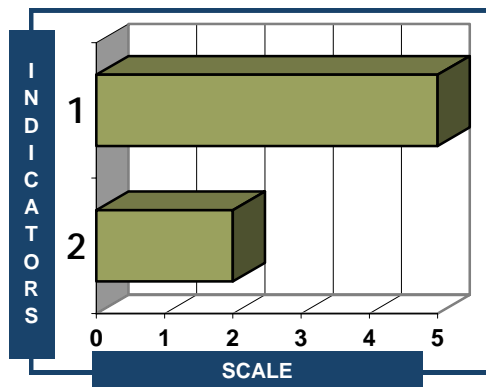
- 1 Wishes to constantly achieve goals**
Evaluates to what extent the person wishes to achieve goals that are set, and thus puts the necessary effort to achieve these goals.
- 2 Persists even when he/she encounters obstacles, in order to achieve goals**
Evaluates to what extent the person persists, puts the necessary time and effort to achieve goals, in spite of the encountered obstacles.

Negotiation skills



- 1 Negotiates and convinces others with his/her ideas**
Evaluates to what extent the person uses relevant arguments when negotiating, and knows how to deal with objections made by others in order to convince them.
- 2 Gains trust from the other party**
Evaluates to what extent the person knows how to establish credibility towards others, as well as building a relationship based on trust with them when he/she is negotiating.

Problem-solving



- 1 Knows how to objectively analyze the situation**
Evaluates to what extent the person wishes to compile relevant information that will help him/her make connections and put things into perspective regarding the situation and the possible causes of the problems.
- 2 Suggests efficient solutions in order to solve problems**
Evaluates to what extent the person can take concrete actions or makes appropriate recommendations that take into account the nature and seriousness of the problem.

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Additional information – Sales context

Please note that this section of the report is presented for informational purposes only and **the results of the skill assessment test will only be used for staffing purposes**. This information is presented in order for you to better understand the sales context privileged by the candidate.

