

NUMERIC PROFILE

ANNE ONYME

Date: 02-09-2024



Standardized Profil « **SALES EXECUTIVE** »

Agreement between candidate and SIGMUND : **86%**

Questions not answered: **00**









Test duration: **15 minutes**

Good compliance : 11,1/20


PROFESSIONAL APTITUDES

Criteria	Assessed		Job Profile		
	Scores	Self-assessment	minimum	Average	maximum
Sense of priority	14,0	13	7,5	11,3	15,0
Creativity	12,8	13	7,3	11,9	16,4
Desire for work	11,8	13	9,0	12,4	15,7
Willpower and perseverance	11,1	13	9,4	12,3	15,1
Ambition	11,0	11	7,1	10,4	13,6
Initiative	10,6	13	8,5	11,3	14,0
Innovation	10,5	13	5,3	9,9	14,4
Decision taking	10,3	13	7,6	11,4	15,1
Persuasion	9,6	11	8,9	12,1	15,2
Resistance to stress	9,1	13	<u>11,2</u>	14,1	16,9
Risk taking	8,7	13	5,8	9,9	13,9
Negotiating skills	8,6	13	8,3	11,7	15,0
Leadership	8,6	13	7,0	11,4	15,7
Natural authority	8,5	13	5,9	11,0	16,0
Organization	8,1	13	<u>9,7</u>	12,9	16,0
Efficiency	8,0	13	<u>9,8</u>	12,3	14,7
Competitiveness	7,5	13	7,2	10,4	13,5





SOCIAL APTITUDES

 Adaptation to new situations	16,1	13	8,5	11,5	<u>14,4</u>
 Availability	13,7	13	8,9	13,6	18,2
Sensitivity to others' opinion	12,4	11	7,0	10,8	14,5
Tact and diplomacy	11,7	13	8,5	11,8	15,0
Respect for customs	11,2	13	6,9	11,6	16,2
Solving conflicts	10,9	13	7,1	11,8	16,4
Ability to delegate	10,4	13	6,3	11,1	15,8
Tolerance	10,3	11	6,8	11,9	16,9
  Team work	9,0	13	<u>10,3</u>	13,3	16,2
Listening ability	8,2	13	<u>9,0</u>	12,0	14,9
  Ease of contact	8,2	13	<u>8,6</u>	12,1	15,5
Public speaking	7,6	 13	7,4	11,1	14,7
Optimism and "joie de vivre"	7,1	 13	6,2	10,9	15,5

PERSONAL APTITUDES


Spontaneity	14,9	13	5,6	10,5	15,3
Independence	13,0	13	6,6	10,2	13,7
Behavior stability	12,8	13	6,4	11,4	16,3
Realism	9,1	13	7,8	11,5	15,1
Resistance to failure	8,7	13	8,5	11,7	14,8
Personal maturity	7,9	13	7,7	11,5	15,2
Self-confidence	7,3	 13	<u>8,3</u>	11,4	14,4

KNOWLEDGE

 pricing strategies		 13	11,0	13,0	20,0
 market pricing		 13	11,0	13,0	20,0

 Checkpoint

 Critical point


 Point of vigilance

 Criteria for the Standard Profile

 Standard deviation scores / self-assessment

123 Scores out of the Standard Profile

Criteria = Weight

 Knowledge (self-assessment)

Self-assessment :



Knowledge :



Based on the skills assessment test conducted for Mrs. Anne Onyme for the sales executive position, several key criteria were evaluated. While Mrs. Onyme has demonstrated various strengths, some of her scores fall below the desired minimum levels for this role. We recommend further evaluation and verification of her skill levels in the following criteria: Efficiency, Organization, Resistance to Stress, Ease of Contact, and Team Work.

****Efficiency (8)**:** Mrs. Onyme's score in Efficiency is 8, which does not meet the desired minimum of 9.8. This criterion is crucial for a sales executive, as it reflects the ability to maximize output while minimizing time and resources. A higher level of efficiency is typically expected to achieve sales goals and respond promptly to client needs.

****Organization (8.1)**:** With a score of 8.1, Mrs. Onyme's organizational skills also fall short of the desired minimum of 9.7. Effective organization is imperative in a sales role to manage leads, customer interactions, and follow-ups. Her current score suggests room for improvement in structuring and prioritizing tasks effectively, which is essential for driving results.

****Resistance to Stress (9.1)**:** Mrs. Onyme achieved a score of 9.1 in Resistance to Stress, yet this is below the required 11.2. Sales environments can often be high-pressure, and the ability to maintain composure and perform effectively under stress is critical. Her score indicates that she may need to develop better coping strategies in stressful scenarios to thrive in this fast-paced position.

****Ease of Contact (8.2)**:** Scoring 8.2, Mrs. Onyme's ability to establish rapport and communicate with clients does not meet the threshold of 8.6. Ease of contact is vital for building relationships and ensuring customer satisfaction. This score reveals the necessity for enhancement in her interpersonal skills to engage clients more effectively.

****Team Work (9)**:** Finally, with a score of 9 in Team Work, Mrs. Onyme is also below the required minimum score of 10.3. Collaborative skills are essential in a sales environment since success often relies on teamwork. Her current performance indicates a need for improvement in working cohesively with others to achieve common objectives.

In conclusion, given the shortfall in scores across multiple key criteria, it is paramount to conduct a comprehensive interview with Mrs. Anne Onyme. This interview will allow us to gain deeper insights into her skills, experiences, and how she may address the deficits identified in her assessment. It is clear that potential exists, but an intake interview could provide clarity on her compatibility with the demands of the sales executive role.



Potential Premium

Desire for work

Attachment to work as a source of activity and achievement. Work conceived as one of life's basic values.

This criterion reflects a sense of action. It indicates a definite tendency to get involved, in one's firm or generally speaking, in professional projects. It also covers the value one puts on the notion of objectives and professional results and the tendency to do the utmost to reach those goals. It also measures the ability not to set rigid borderlines between professional and personal life and to strike a right balance between the two. More broadly, it reflects the ability to nourish and optimize one's work through openness to the outside world.

- The criterion generally gives an advantage to individuals in a sales environment. It also tends to rise with the level of diplomas and the amount of responsibility. - An individual whose last job caused him an important loss of motivation or who recently suffered a strong psychological trauma may have a low mark. - Check, through interviews, how involved the individual is in his work as expressed by his interest and motivation for its content.

Creativity

Tends to be original. Ability to remain alert, spotting anything that is out of the ordinary and which goes against usual ways of thinking. It is a desire to propose new ideas, offer products and solutions that express a particular way of seeing things. More than just the capacity of artistic creation in itself, it is an open-mindedness, a natural curiosity, with a desire to draw and share anything that may prove to be innovative from situations.

Willpower and perseverance

Steadfastness, tenacity, persistency, energy.

This criterion denotes a "fighter".

A very high mark is a sign of some "stubbornness" especially, if resistance to failure is high. Check delegation capability in case of high score. Check the potential risk of "dispersion" if the score is low.

Ambition

Sensitivity to personal success, social prestige, and wealth. Putting a high value on social status and going up the ranks.

This criterion measures career ambition linked to social appearance and the money value. It is particularly a powerful motivation criterion with sales people. At the same time shows a need in strong objectives.

The criterion gives an advantage to individuals who want to make a "career". Conversely, it tends to go down with age and experience. Measured ambition being more materialistic than intellectual, it is necessary to check the individual's desire for "professionalism" during the interview.

Competitiveness

Striving for competition in a professional setting. Self-stimulation through competitive situations.

This criterion measures the need for challenge. It also reflects self-assertion and the will to succeed. This criterion shows the capacity to face professional difficulties.

It is about going beyond oneself and the will to assert oneself as the "best". The whole social dimension should therefore be verified, particularly the "Team work" criterion in order to measure the will to work with others within the organisation.

Efficiency

Tendency to put a higher value on action than on thought, to achieve useful results, to be "operational". Striving for and valuing immediate results.

This criterion measures the preference for action and efficiency. It gives also indication on the real need of achieving results and a certain promotion of short-terms issues.

The criterion puts people devoid of professional experience at a disadvantage. It gives an advantage to workers in the field as opposed to those dealing with ideas, functions or studies. Linked to the "Sense of reality", it is a sign of a certain dose of pragmatism.

Natural authority

Charisma, aptitude for moral seduction, ability to naturally inspire respect and to influence one's entourage.

This criterion detects charismatic personalities. It represents a basic indicator of leadership.

The criterion gives an advantage to individuals actually in a managing situation.

Leadership

Aptitude for exercising responsibility over men and situations, for taking up a position as a leader, a mover and a guide. Ability to impose one's ideas, to mobilise energies and to stimulate others into action.

This criterion detects leaders, but here, authority rests more on the management method than on charisma. It provides with information about degree of ownership of management techniques.

The criterion gives an advantage to individuals in a actual management situation and those who have benefited from theoretical knowledge of management. Linked to a good "Team work" score, it highlights a more "interactive" type of management.

Persuasion

Ability to win the other person over through repartee and capacity for improvising powerful, even brilliant, arguments.

This criterion measures the ability to convince, based essentially on seduction and emotion. It can be seen as a short-term communication axe, defined by an objective to achieve.

In a business framework, the criterion reflects an aptitude for concluding deals that fairly well corresponds to the traditional "sympathy" of the sales person. Persuasion shows also a capacity to "sale".

Negotiating skills

One's ability to take into account the reluctance, the expectations and motivations of the person he is being negotiated with and to find the best possible consensus in a transaction. Sense of debate, of diplomacy. Self-control in a balance of power situation.

This criterion reflects a more "rational" way of operating than the "Persuasion" criterion. It shows a longer temporality and a more "rational" functioning than "Persuasion". Fire out a consensus takes time!

The criterion must always be analysed in relation with other criteria, particularly those of the social dimension so that the type of negotiation involved can be specified.

Risk taking

Ability to commit oneself and to act without an absolute guarantee of success. Capacity for managing an uncertain and risky situation. "Player" spirit or thinking.

This criterion indicates a certain sense of action, of initiative, as well as a taste for challenge. Capability to take risk is evaluated through the comparison with the criterion "Realism".

This criterion tends to go lower with age and gives an advantage to people involved in sales and to company heads. A high score, linked to a weak "Behaviour stability", may indicate a real seeker for risk and/or a resistance to failure high may indicate a real "research" of pure risk. Though some criteria, in contrary break the criterion "Risk taking".

Initiative

Ability to be the first to make, on one`s own, quick decisions. Ability to act in an unforeseen situation.

This criterion measures a certain form of autonomy. It allows to evaluate anticipation capability. It shows a certain "entrepreneurship" thinking.

The criterion is often opposed to "Sense of hierarchy". An individual working within a large structure cannot, most of the time, make a decision alone. It is therefore important to check the kind of structure the individual is operating in.

Innovation

Tendency to invent new systems from acquired experience. "Conceptual" spirit.

This criterion measures a person`s ability to be a source of suggestions.

Linked to a high score of the criterion "Spontaneity", it shows a certain creativity. "Intuition". More than a person`s "creativity", the criterion measures rather a certain practical sense. A tendency to look for "practical" issues.

Organization

Sense of order and filing. Need for verification, methods, procedures, time management. Certain sense of analyse.

This criterion measures how meticulous a person is. It is particularly suited for secretarial, accounting and computer-related functions.

The person`s ability to manage time, to abide by objectives and deadlines and to master an efficient method of working. Verify the criterion "Efficiency".

Resistance to stress

An ability to manage stressful situations and not to become overwhelmed by the emotional tensions that these situations may trigger. Whether it concerns stress related to the rate of work itself, to changes in the rate or last-minute changes in schedules. It is also an ability to cope with one's working environment: noise, agitation, physical constraints. Stress in human relationships: customer demands, relations with colleagues and subordinates. The person tries to take responsibility,, avoiding revealing his difficulties to others or having others affected by them.

Sense of priority

A desire or need to go straight to the “point,” respecting a coherent programme. The person wants to prioritise tasks and ensures that he sticks to this. He ensures that he does not become overwhelmed by factors that could then interfere and delay his schedule. This criterion reflects a willingness to react quickly, first dealing with essential things, even if it means making hard choices. Taken to its extreme, this criterion may reflect someone who considers things and events in a somewhat individualistic manner, without paying too much attention to advice or details.

Decision taking

An ability to easily take action, reacting quickly so as to take a central position. The person needs to see tangible results and is hence results-orientated. Aware of efficiency and respecting deadlines, he needs to get things done, while taking on the risks involved. This explains the person's desire to quickly find alternatives when unexpected things occur or if there are new obligations which challenge projects. The person is in phase with reality and needs to respond to it. He progresses according to his own judgements, avoiding as far as possible all forms of procrastination. However, beware - a high score may be obtained by a free spirit.

Solving conflicts

A natural tendency to prefer negotiation over confrontation. The person tries to establish all forms of dialogue when tensions arise. It is a desire to address problems directly and objectively, albeit with a certain degree of flexibility, so as to find the best mutually acceptable solution. In other words, it is a desire to play tactically, but rather looking for solutions, or compromises that are freely discussed and made. This criterion is therefore developed amongst people who do not flee their responsibilities, or dodge questions or situations that disturb them, but rather provides them with time to formulate explanations to reach solutions that are mutually acceptable.

Respect for customs

Being attached to certain norms of social life. Social conformity.

This criterion measures the formal aspect of customs. It often goes with a certain "Sense of hierarchy".

Given the fairly formal content of the criterion, it may be useful to check, during the interview, the basis for this conforming to rules (respect for the other...).

Tact and diplomacy

Ability to show tact in a discussion, not to offend people's sensibilities. Tendency towards compromise, diplomacy and respect for others. Feel for defusing situations of conflict.

This criterion measures a certain sense of public relations as well as sensitivity to the opinion of others.

The sales group does not generally achieve good results with the criterion. Neither do individuals in a management position. Conversely, a very high mark often goes with a high "Reserve" and weaker management criteria ("Natural authority", "Ability to lead"). A weak value may indicate that the person is direct, abrupt.

Ease of contact

Ability to actively create contacts, to seduce. Being concerned with making oneself congenial. Ability to develop a relationship network.

This criterion also corresponds to a concern with putting oneself forward in society: the individual likes to speak in public, to lead debates...

The criterion measures the concern with taking care of one's personal "communication" within the framework of a strategy designed to put the person at centre stage. It is suitable for sales populations and managers. It often goes conversely to criteria such as "Tact and diplomacy" or "Reserve".

Optimism and "joie de vivre"

Tendency to look at the good side of life. Being confident in the future. Positive spirit.

This criterion reflects a good "Self-confidence" that enables one to act and to consider the positive side in a difficult situation.

A very high score may reflect a form of carefree attitude. In combination with a high spontaneity, it will show a capacity to "enthusiasm" one-self. A high value by a manager, will allow him to positive difficult situations and to "pull" collaborators.

Team work

Ability to adapt to team work rules and to avoid conflicts in a group. Importance of belonging to the group.

This criterion measures tolerance and respect for the rules of the group.

The criterion should be considered in relation with the other criteria as a whole: it could indicate a need for "reassurance" from the group or, conversely, an ability to be a leader in a group.

Tolerance

Ability to respect the ideas and ways of thinking and acting of others.
Open-mindedness.

This criterion also indicates a certain facility for working with others. Individuals with a very well focused set of values sometimes have lower marks. A high score, may lean to a certain "laxism". A low score, may reflect a level of "intolerance". Important is then to evaluate the risk of aggressiveness (tact and diplomacy, behaviour stability). Please verify the criterion "Sensitivity of the opinion of others". Big gaps between these both criteria may be source of tension.

Ability to delegate

This criterion expresses the ability to "let go" in terms of personal prerogatives, by accepting that the person does not want to control everything. For the person concerned, it's about trusting others, letting them do what he could do himself, despite the risk of mistakes that such a delegating entails. It is a way of giving up power and accepting unforeseen circumstances and coping with them. By giving up complete control, entrusting others with additional tasks and work, by allowing them to take initiatives, the person also accepts being challenged, therefore enabling discussion and more flexibility in operations.

Sensitivity to others' opinion

Concern for being in agreement with the group. Being easily influenced.
Environment sensitivity.

Developed, this criterion shows a willingness of consensus, a research of the others' "regard". Conversely, this criterion shows an objective approach of situations. It shows also the critical sense of the individual, which can go to "stubbornness".

A very high mark indicates an easily influenced individual. Conversely, a very low mark may indicate a certain psychological stiffness. The criterion, most often, is opposed to management criteria, and generally operates contrary to the "Independence" criterion.

Listening ability

Ability to get interested in and concentrate on what the others are saying.
Ability to integrate the interlocutor's motivations.

The criterion measures to what extent the individual is there for others. It shows empathy.

A very high mark indicates an easily influenced individual. Conversely, a very low mark may indicate a certain psychological stiffness. The criterion, most often, is opposed to management criteria, and generally operates contrary to the "Independence" criterion.

Public speaking

Ease in expressing oneself in front of an audience and ability to address a group. Sense of improvisation and verbal seduction.

This criterion reflects self-affirmation and a taste for convincing.

A very high mark indicates an easily influenced individual. Conversely, a very low mark may indicate a certain psychological stiffness. The criterion, most often, is opposed to management criteria, and generally operates contrary to the "Independence" criterion.

Adaptation to new situations

Taste for change and novelty. Flexibility in adapting to the unforeseen and to changes in work organisation. Stress entry level.

This criterion indicates the individual's capacity to face constant modifications in his environment in a broad sense and to deal with.

The criterion may indicate an almost "salesman-like" ability to adapt to changing and shifting surroundings and even to derive pleasure from it. Conversely, it indicates a tendency to stress before unknown and unforeseen situations.

Availability

Measures the ability to be there, being present when required for the company's smooth operation. This criterion assesses the person's flexibility in his organisation, so as to adapt to the job's requirement, the obligation of obtaining results, the demands of partners. The person therefore agrees to alter his working habits, change schedules and change his working environment in order to ensure the continuity of the department. It also entails temporarily accepting new tasks, when it is necessary to deal with unexpected events. A person who plays the game, thinks about the company as a whole and not on a purely individual viewpoint obtains a good score on this criterion.

Personal maturity

Level-headedness, control of one's emotional life, ability to adapt one's reactions in a professional setting. Ability to set emotional distances from the problems.

This criterion shows the capacity of the individual to put oneself distances towards the situations in his environment.

This criterion measures the capacity to resist to problems, not to take them on his own. Conversely, it shows a real sensitivity.

Behavior stability

Taste for peace and quiet, order, evenness. Planification. Need to "masterise" as well emotional as professional. Need for structure.

This criterion indicates the capacity of the person to keep coherent in his manner to act and to face situations and things.

This is a non-reactivity criterion, which may, in the event of a very high mark, become an "anti-criterion": it can then denote a lack of dynamism and initiative, even a certain sclerosis. It shows often a research of security. Very low, it shows rapid changes of direction of projects but also an emotional instability. The person will have a tendency to act with a short-term view and in an "emergency" mode.

Spontaneity

Tendency to express one`s feelings and to externalize one`s reactions.

This criterion measures a certain extroversion, an enthusiastic nature.

The criterion may be weak in people who favour thinking. Conversely, a very high mark may indicate a form of "youthfulness" accompanied by a certain clumsiness in social interaction (verify duration of the test). Associated with innovation, it shows a creative tendency.

Resistance to failure

Ability not to be discouraged and to persevere after a failure.

This criterion indicates self-affirmation, sense of initiative, will to go forward and to surpass oneself. It is fundamental with sales people.

Coupled with a strong "Willpower and perseverance", the criterion may be a sign of stubbornness. The person`s ability to "analyse" failure should therefore be verified through the interview process. A low mark may show a certain insecurity, an anxiousness.

Independence

Independence of ideas, freedom of spirit. Ability to dispense with the attention or the approval of others before forging ahead.

This criterion reflects independence from the group and an ability to act alone, even without any motivation other than one`s own satisfaction. It can also reflect self-confidence.

Verify the ability to take the group into account: "Team Work" or "Ability to Listen" criteria. If independence is higher than "Team Work", it may indicate a tendency to individualism.

Self-confidence

Assurance. Self-affirmation.

This criterion reflects a certain tendency to make one's presence felt, linked to a feeling of superiority. It can also measure a taste for challenge and comfort in being of command.

The criterion reacts to the difficult circumstances that an individual may encounter in professional life as well as in social life. In case of a low mark, check for the presence of a recent destabilising event. Conversely, in case of a very high mark, verify the whole social dimension and check for the presence of very strong defence mechanisms, that may conceal a deep-seated fragility. Risk of "dominant" behaviour. The criterion gives an edge to sales people but handicaps the young people with little experience.

Realism

Tendency to see life as it is, without trying to idealise it. Tendency to be lucid, realistic, rational. Capacity to calculate risks and to concretise ideas.

This criterion shows the person's capacity to see life as it is, without trying to idealise it.

Linked to a good "Sense of efficiency", the criterion is the sign of a certain sense of the field, the real world. It works well with populations of engineers and technicians.

Test compliance

Honesty in the answers given to the test questions. Self-knowledge.

This criterion shows the person's capacity to play the game (questionnaire) and to appear as he is. It shows often the individual self-knowing and a readiness to the dialogue. It may indicate a level of spontaneity, sometime of impulsivity.

A high mark indicates a good self-assurance and an ability to establish a relationship based on trust with the firm (12 to 16). Risk to express things in a abrupt manner. A very high mark may indicate a great transparency, sometimes a certain naivety. A mark below 12 makes it necessary to check, through the interview process, how involved the individual was in the evaluation. Possibility for a multi-face behaviour. A mark below 8 indicates strong distortions in the test results. Verify the level of stress and if the person is a fighter. In all cases, it is essential to check, in an interview, if the person has "played the game" of the assessment.