

**LAURENT:** What do you think of my candidate for the position?

**Sam, your HR assistant:** To evaluate Ms. Anne Onyme for the position of Sales Manager, let's review her scores against the defined job criteria.

### 1. Very important criteria:

- **Work ethic (11.8):** Excellent score, above the minimum requirement.
- **Drive and perseverance (11.1):** Good score, also above the required minimum.
- **Efficiency (8):** This score is low and below the minimum, which is concerning.
- **Persuasion skills (9.6):** Good score, slightly above the required minimum.
- **Stress resilience (9.1):** Low score, below the required minimum.
- **Interpersonal skills (8.2):** Low score, below the minimum required.
- **Teamwork (9):** Low score, also below the required minimum.
- **Public speaking (7.6):** Low score, below the desired minimum.
- **Availability (13.7):** Very good score, well above the minimum requirement.

### 2. Important criteria:

- **Ambition (11):** Good score, above the minimum required.
- **Competitiveness (7.5):** Good score, slightly above the required minimum.
- **Initiative (10.6):** Good score, above the minimum required.
- **Negotiation skills (8.6):** Good score, slightly above the required minimum.
- **Conflict resolution (10.9):** Good score, well above the minimum required.
- **Tact and diplomacy (11.7):** Good score, above the minimum required.
- **Listening skills (8.2):** Low score, below the minimum required.
- **Failure resilience (8.7):** Good score but slightly below the required minimum.

### 3. Less important criteria:

- Ms. Onyme's scores on non-essential criteria show varied skills, but many are not critical for the role.

### Overall analysis:

- **Strengths:** Ms. Onyme shows good capabilities in several key areas such as work ethic, drive, and availability. She also has strong ambition and competitiveness.
- **Weaknesses:** However, several of her scores in critical areas are low, particularly in efficiency, stress resilience, interpersonal skills, teamwork, and public speaking. These weaknesses may pose challenges in a revenue-focused and team-oriented role.

### Conclusion:

Ms. Anne Onyme presents strengths that can be leveraged, but her weaknesses in critical areas for the position must be taken seriously. Training or mentorship in these areas could be considered, depending on your company's priorities. If communication

and efficiency are non-negotiable for the role, it may be wise to consider other candidates.

**LAURENT:** What is her main strength?

**Sam, your HR assistant:** Based on her test scores for the Sales Manager position, Ms. Anne Onyme's main strength appears to be her **adaptability to new situations**, with a particularly high score of **16.1**. This score, which exceeds the threshold of 15, is classified as "very strong" and indicates an excellent ability to quickly and effectively adapt to new circumstances, a valuable skill in the fast-changing commercial environment.

Additionally, her **availability** with a score of **13.7** is also a significant asset, showing she is ready and able to meet the company's and clients' needs.

These strengths, combined with her strong **ambition (11)** and **work ethic (11.8)**, make her a promising candidate, despite certain weaknesses in critical areas like stress resilience and interpersonal skills. Overall, her adaptability will certainly be an asset in a dynamic commercial environment.

**LAURENT:** Write an email to her direct manager to provide key test results and what we recommend they focus on during the recruitment interview.

**Sam, your HR assistant:**

Subject: Key Results of Ms. Anne Onyme's Potential Test and Interview Recommendations

Dear [Manager's Name],

I hope you're doing well.

I wanted to share the key results of the Premium Potential Test we conducted with Ms. Anne Onyme, who is applying for the Sales Manager position. Below are the main takeaways:

### **Test Results:**

- **Work Ethic: 11.8** (very good)
- **Drive and Perseverance: 11.1** (very good)
- **Adaptability: 16.1** (very strong)
- **Prioritization Skills: 14** (very strong)
- **Availability: 13.7** (very strong)
- **Creativity: 12.8** (strong)
- **Sensitivity to Others' Opinions: 12.4** (strong)
- **Organizational Skills: 8.1** (needs improvement)

While many of her competencies are strong, it's important to note that her **organizational skills** (8.1) fall below expectations for the role. This could require further clarification during the interview.

## **Interview Recommendations:**

I suggest focusing on the following areas:

1. **Adaptability:**
  - Ask her to share an experience where she had to quickly adapt to a change.
2. **Prioritization Skills:**
  - Inquire about her methods for prioritizing responsibilities.
3. **Availability:**
  - Confirm her flexibility in adapting to variable schedules and availability requirements.
4. **Creativity:**
  - Ask how she has used creativity to solve a professional challenge.
5. **Sensitivity to Others' Opinions:**
  - Assess her ability to listen to feedback and incorporate it into her approach.
6. **Drive and Perseverance:**
  - Discuss a difficult situation she overcame through determination.
7. **Organizational Skills:**
  - Clarify how she organizes her work and manages projects to ensure success.

This interview framework will help you better understand her fit for the role and assess her key competencies.

Feel free to reach out if you need further details or additional insights before your interview.

Best regards,  
[Your Name]  
[Your Position]  
[Your Phone Number]  
[Your Email]