

Salesperson

for

Sam Sample

Produced by Selby & Mills in partnership with

Example Organisation

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Norm Group = General population

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The results are presented as stems where a score of 1 is low and 10 is high.

They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

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PRAGMATIC

8

They are likely to value the optimum solution, because this is an appealing balance between the ideal and a compromise. They may sometimes veer one way or the other, as a result of influence by a trusted colleague. This is a strength.

Suggested interview questions

- Describe a time where you have rejected a pursuit of perfection in favour of a more realistic solution or approach. What made you settle for this?
- Would you consider yourself to be pragmatic? Provide an example of a time in the workplace where your behaviour or actions have demonstrated pragmatism.
- Tell me about a time where you have determined what the optimum solution to a problem was. Why was this solution optimal and how did you decide to pursue this over a more ideal solution?
- Tell me about a time you have settled for a more practical solution to a problem than one that might be more idealistic.

QUICK TO LEARN

3

Slower than most to pick up and learn new skills and techniques.

Suggested interview questions

- Tell me about how you adjust your behaviour when using a newly learned skill in comparison to when using an established skill. Provide an example of a time where it was necessary to use a newly learned skill. Describe how you acted to ensure success.
- Describe the last time you learned a new skill to use in the workplace. Tell me about the learning process, how you first used the skill and how you ensured that you learned quickly.
- Learning quickly can be beneficial as time is not wasted waiting for a new skill to be perfected. Would you say that you pick up new skills and techniques quickly? Provide an example of an instance in the workplace which highlights this.
- Describe a technique which you employ to ensure that learning new skills occurs quickly.

COMMUNICATOR

6

Able to deal easily and effectively with all groups of colleagues and clients, provided there is common understanding about the task. Will prefer work oriented rather than socially oriented groups, unless the group has much in common.

Suggested interview questions

- Working in a large group may make some individuals feel uncomfortable. If you were overseeing a group of colleagues or peers, what would you do to ensure that all of the individuals within the group felt comfortable?
- Settling in to a new role or group can be difficult for some individuals. Tell me how you behave in these situations and how your behaviour might differ from normal at first.
- Communicating with all types of people may be made easier if both parties share an understanding of the topic being discussed. How might you tailor your method or manner of communication when dealing with an individual who lacks understanding or knowledge of the topic? Provide an example of occasion where you have done this. Was it effective?
- Being socially skilled may facilitate good performance within the workplace. How important do you deem your communication ability to be to your performance? Provide an example of a time when your ability to communicate with others has led to success.

PERSONAL STYLE

4

Displays warmth to others if they display warmth as well; may be seen as approachable by those who are confident. However, relatively private and may not be aware of impact of self on others.

Suggested interview questions

- Can you describe circumstances where remaining private or formal in the workplace is more appropriate than behaving otherwise? Describe circumstances where being informal with colleagues or clients may be suitable.
- Being social within the workplace can lead to development of strong relationships with colleagues. Describe an occasion where you have developed a strong working relationship with a colleague. Tell me about some of the benefits this had.
- Describe how you typically approach contact with an unfamiliar colleague or client. Are you likely to initiate contact with the colleague or client or willing to leave first contact to their discretion? Why do you prefer this approach over others?
- What do you do to ensure that you are seen by others as approachable?

PERSONAL IMPACT

3

May make a positive impression, through well developed social skills, but strong logic will not be a first approach. May vary their opinions, depending on their perception of the other person.

Suggested interview questions

- How concerned are you with leaving positive first impressions? Do you believe it to be of great importance? Why?
- Provide an example of an occasion where you have used logic to reach a solution to an issue within the workplace.
- How can you explain complex topics to individuals who have little or no knowledge of the subject? What might you do differently in this type of situation compared to discussion with a highly knowledgeable individual? Describe a situation where this has been the case.
- Imagine you are meeting a person for the first time. How can you ensure that the information you provide them is clear and easily understood?

PLANNING AND ORGANISING

8

Sensitive and alert to consequences of impact of events on others and will take appropriate steps to improve any problems which may occur. Plans effectively.

Suggested interview questions

- Being aware of potential consequences can aid planning. Tell me how you ensure that your planning is aided by being aware of potential consequences. Provide an example of an instance where you have considered a variety of factors and planned effectively.
- Organisational skills are important for a lot of modern job roles. Provide an example of your behaviour in a previous role which demonstrates your organisational skills.
- Avoiding clashes of planning between departments might be one precaution an effective planner takes. Name some other steps an effective planner might take in the course of planning.
- How do you determine what the potential consequences of your actions might be? In what ways can you ensure that you act in a way which minimises the amount of adverse consequences? Tell me about a time where you have planned effectively, with little risk of adverse ramifications occurring.

SELF-DIRECTED

6

Able to choose key issues and pay careful attention to them, only occasionally allowing others to influence choice of priorities.

Suggested interview questions

- Setting their own priorities may allow an individual to outline a working schedule. Tell me how important it is to you to set your own priorities. Why is this? Do you feel that people work more effectively when given the opportunity to set their own priorities?
- Imagine you are in a situation where another member of staff is attempting to influence the tasks you should deem to be of high priority. Tell me how you would react in a situation like this. What might be the best way to deal with this colleague?
- Would you be described by colleagues as individualistic? Provide some examples of your previous workplace behaviour which substantiates this claim.
- Provide an example of a time where you have had priorities dictated to you. Tell me about the situation, the priorities set, and your actions. Did you feel comfortable having your priorities set for you?

INTERPRETS OTHERS' BEHAVIOUR

1

May be relatively slow to reach conclusions about the quality of other peoples' work and may see each person, event or issue separately, not linking them with corporate priorities.

Suggested interview questions

- Provide an example of a time where you have made a judgement on the effectiveness of a colleague. In what ways did you ensure that your judgement was accurate? Tell me about the situation, your actions, your conclusions, and the outcome.
- Tell me about how quickly you typically judge the performance of other people. Talk about the normal approach you use to evaluate the effectiveness of colleagues.
- Describe how you typically assess the activity of colleagues within the workplace. What criteria do you use to judge an individual's effectiveness?
- Interpreting the actions of colleagues accurately can be difficult but when done well provides information regarding their priorities. Tell me about how you ensure your interpretations of the behaviour, intentions, or actions of other people are correct.

BUSINESS JUDGEMENT

2

Has a limited understanding of the wider business context and finds difficulty in developing commercially creative ideas.

Suggested interview questions

- Do you consider yourself to be creative? Provide an example of a time where you have produced and implemented a commercially creative idea within the workplace. Describe the idea, how you implemented it, and what the outcome of this was in the short-term and long-term.
- Tell me about your understanding of this organisation.
- Some individuals can develop creative ideas easily, whereas others are better at dealing with the concrete matters of their job role. Which of these represents you more accurately? Tell me about your experience of producing creative ideas in the workplace.
- Understanding the industry as well as your specific organisation may prove beneficial to performance. Tell me about how someone might ensure that they are aware of industry wide issues. How likely are you to retain a keen interest in business activity throughout the industry?

CONFIDENCE

2

A relative loner who may take on more than they can handle, or become impulsive under pressure. May not be comfortable working in a team.

Suggested interview questions

- Please tell me about your strengths and weaknesses, and how each affects your behaviour.
- Tell me how your behaviour changes when you are under pressure. What would I notice about you when you feel under pressure? Can you describe a recent example when this happened?
- If you disagree with the majority on an issue, what do you do about it? Can you recall a recent example when you behaved like this? Tell me what happened?
- Which weakness is the one you are most aware of? Why is that? Can you describe an occasion when this weakness was apparent to you? What happened? What might you do differently if the situation occurred again?

This is the end of your report.

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