

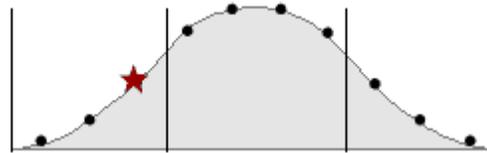
Date: Oct 3, 2006

Name: Julie Testing
ID: 137903

Salon Field Sales Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



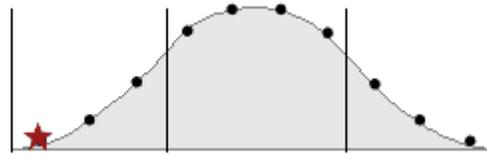
Faster Processing
Needs Intellectual Challenge

- Julie learns new information slower than average and will likely respond better to hand's on training versus traditional classroom training
- Julie speed of learning matches some beauty supply sales positions as long as there is extra time to learn the product line

Question: Tell me about a time when your company seemed to be changing its strategy too frequently and you felt that by the time you learned one way to do something, they were changing it again. What was it like?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable

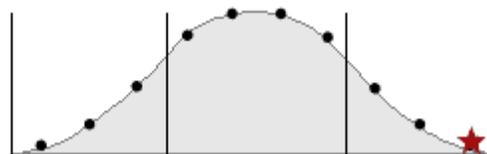


- Julie may find it difficult to keep track of the details involved with many beauty supply sales positions
- Generally comfortable handling situations as they arise and reacting to problems without a plan to follow
- Important that the sales process forces Julie to capture critical details, so that they are not missed

Question: Tell me about a time when you forgot to handle something for a prospect and it caused a problem with the sale. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined

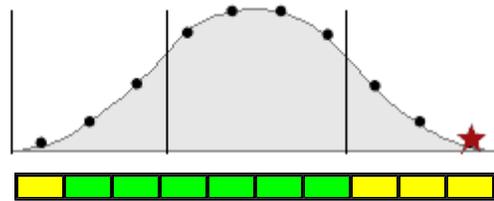


- Julie tends to be tough minded and comfortable with confrontation
- Julie tends to be comfortable overcoming objections and closing sales
- There may be some clients who find Julie to be a little too pushy and direct

Question: Describe a time when you were asked to handle a sale a particular way and you disagreed with the approach. What happened?

Conventional (Rules)

Open to New Experience
Flexible



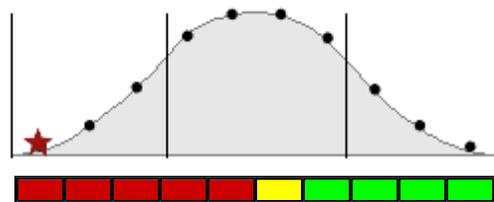
Consistent
Structured

- Julie prefers a sales process that is structured and predictable
- Julie tends to be consistent and tends to follow the sales process closely
- May have difficulty working in a some beauty supply sales positions which are not yet structured and predictable

Question: Describe a time when you had to handle a new type of situation with a customer that you had not handled before. What did you do?

Extroversion

Reserved
Listener



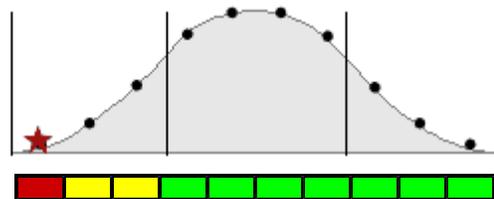
Outgoing
Talker

- Julie tends to be more reserved and quiet which can make it very difficult to generate the prospecting activities necessary for beauty supply sales positions

Question: Tell me about a time when you were not able to develop a relationship with a prospect and it ultimately cost you their business.

Stable

Sensitive
Anxious



Calm
Stress Resistant

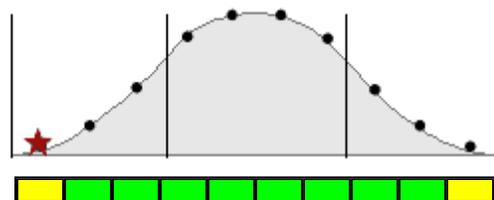
- May have difficulty dealing with the day to day stress of rejection that can be present in some beauty supply sales roles

- Tends to be sensitive to others which can assist Julie in picking up on emotional buying signals

Question: Selling can often be emotional draining. How do you handle these feelings. Are there times when you just feel that you need a break from it all?

Team

Individualistic
Competitive



Collaborative
Win-Win

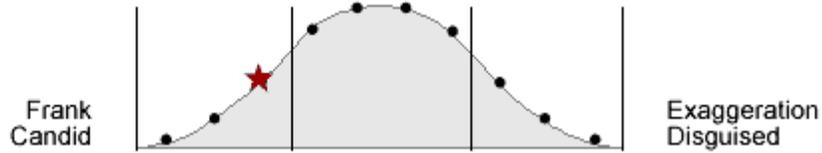
- Julie is typically self-motivated and very competitive which can work well in some beauty supply sales environments

- May have difficulty working within a team particularly if the incentives are based on team objectives
- Typically highly motivated by individual rewards and incentives

- May not be collaborative with internal team or co-workers which can be difficult in some beauty supply sales environments

Question: Give me an example of when you closed a sale, but others on the team also got paid even though they did not help. What did you do?

Good Impression (Social Desirability)



- Julie's responses have been frank and open

*The participant has scored
in the "red zone" in 2 areas.

Overall
57% *

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

© 2006 Psychometrics International

Date: Oct 3, 2006



Name: Julie Testing
ID: 137903

Salon Field Sales Interview Questions

General Reasoning (Cognitive)

Question: Tell me about a time when your company seemed to be changing its strategy too frequently and you felt that by the time you learned one way to do something, they were changing it again. What was it like?

Question: Describe a time when you met with a prospect but it wasn't until later that you thought of a way to solve their issue. Were you able to get back in to show them?

Question: Tell me about a time when you had to begin presenting a product or service when you had not been properly trained. What was the training program like and how did it turn out?

Conscientious (Organization)

Question: Tell me about a time when you forgot to handle something for a prospect and it caused a problem with the sale. What happened?

Question: Give me an example of how your ability to react quickly to a prospect's needs helped you get the sale.

Question: Tell me when you needed to finish a sales order quickly and you later had to go back and take care of some details with the order. How did you deal with that?

Tough Minded

Question: Tell me about a specific time when you have talked a customer into a sale even though it wasn't what they needed or wanted? What happened?

Question: Give me an example of a time when you significantly increased the volume of sales for a current account. What was the situation and how did you do it?

Question: Describe a time when you were asked to handle a sale a particular way and you disagreed with the approach. What happened?

Conventional (Rules)

Question: Tell me about a time when you felt your sales process was working great, and the company made a change in that process that you thought made it more difficult to do your job.

Question: Describe a time when you had to handle a new type of situation with a customer that you had not handled before. What did you do?

Question: Tell me about a time when a customer asked for a change to an order that was not consistent with the company policy.

Extroversion

Question: Tell me about a time when you were not able to develop a relationship with a prospect and it ultimately cost you their business.

Question: Give me an example of how you have expressed a positive attitude with a customer.

Question: Tell me about a time when you had to work for several hours a day in the office with others. How did it affect your productivity?

Stable

Question: Selling can often be emotionally draining. How do you handle these feelings. Are there times when you just feel that you need a break from it all?

Question: Dealing with others in a long sales cycle can make a person impatient or irritable. When this happens to you, how do you deal with situations like that? How often can others see that you're impatient or irritable? What do you do then?

Question: All of us are moody to some extent. What do you do when you are moody, and has this ever detracted from your effectiveness?

Team

Question: Tell me about a time when the team was assigned a project but you decided to handle it on your own. How did it work out?

Question: Give me an example of a time when a coworker was out and you had to handle a customer for them but you did not get rewarded for your efforts. What was it like?

Question: Give me an example of when you closed a sale, but others on the team also got paid even though they did not help. What did you do?

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

© 2006 Psychometrics International