

Thinking Pattern Reports

Sales Interview Guide

Prepared for

Demo Sample

Thinking is the doorway

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Sales Interview Guide

SUMMARY

ATTITUDES:

- Individualist, covertly does things their own way
- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing

SELF IMAGE:

- Doubts and questions about the future
- No fear of failure or success
- May not see their mistakes

MOTIVATORS:

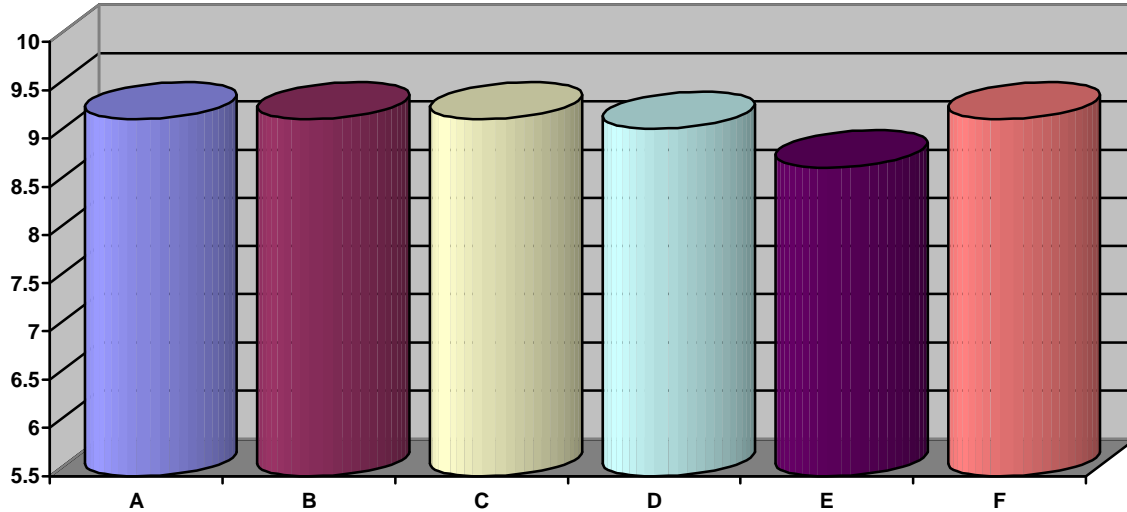
- Status, recognition

STRESSORS:

- Anxiety about how others see and value them

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GLOBAL GRAPH



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Empathy (Low Risk) — The ability to see, understand and relate with others.
B) Handling Rejection (Low Risk) — The ability to maintain a sense of inner self worth.
C) Achievement Drive (Low Risk) — The ability to have a strong desire to push ahead and to achieve desired results.
D) Self Starting Ability (Low Risk) — The ability to get things done without the need for constant supervision.
E) Motivation Index (Situational Risk) — The ability to direct one's energy with a sense of purpose and direction.
F) Discipline For Selling (Low Risk) — The ability to work within guidelines, schedules policies and procedures to get things done.

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PERSONAL SALES INVENTORY

PRIORITIZED CORE STRENGTHS

1) Self Attitude: (Achievement Drive) (SL-15)-Excellent Potential

Driven by a strong sense of personal optimism, a belief that the best can and will happen.

2) Self Confidence: (Ability To Handle Rejection) (SL-8J)-Excellent Potential

Strong sense of confidence in social and role image and attention to the importance of status and recognition.

3) Social Recognition: (Motivation) (SL-27A)-Excellent Potential

Highly motivated by a desire to receive social and role recognition, status, and attention.

4) Service: (Motivation) (SL-25A)-Excellent Potential

Motivated by a strong desire to help others and meet their needs and concerns.

5) Role Satisfaction: (Self Starting Ability) (SL-24A)-Excellent Potential

A strong and realistic confidence about one's ability to perform to potential.

6) Social Recognition: (Achievement Drive) (SL-14A)-Excellent Potential

Driven by the need to attain social and role recognition as well as social power.

7) Relating With Others: (Empathy) (SL-5B)-Very Good Potential

The ability to develop discriminating, discrete relationships treating prospects and clients in a professional manner.

8) Attitude Toward Others: (Empathy) (SL-2A)-Very Good Potential

Positive, open attitude toward prospect and client needs and concerns.

9) Initiative: (Self Starting Ability) (SL-23C)-Very Good Potential

The ability to feel an urgency to push ahead even though there is uncertainty and indecisiveness about the future.

PRIORITIZED DEVELOPMENT COMMENTS

1) Sense Of Mission: (Motivation Index) (SLS-29B)-Real Risk

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

2) Need To Achieve: (Achievement Drive) (SLS-13A)-Situational Risk

Lack of attention to inner self worth can lead to push too hard to get things done and to an over commitment of energies.

3) Sense Of Belonging: (Motivation Index) (SLS-30B)-Situational Risk

Doubts and questions about inner self worth can generate too much concern about what others expect, think and say.

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PRIORITIZED INTERVIEW NOTES

1) Sense Of Mission: (Motivation Index)-Real Risk

Currently they are in transition about their future direction, uncertain about what is best and indecisive about what to do. Remember that they are searching for meaning and purpose. Make certain that you do not hype them such that your drive and energy becomes theirs. Interview them to discover the priorities and values that can drive them.

2) Need To Achieve: (Achievement Drive)-Situational Risk

Tendency to not give themselves enough credit and to blow up their imperfections and mistakes can lead them to be too concerned about what others think, to talk price too soon, to avoid touch closing issues or close too soon. In a mock interview, be aggressive, use distractions, objections, and criticisms to test their ability to stay focused.

3) Sense of Belonging: (Motivation Index)-Situational Risk

Tendency to self depreciate and to blow up inadequacies and mistakes can lead them to become too sensitive about what others think or say, to have difficulty seeing mistakes as opportunities for learning and to have difficulty staying on track in difficult situations. Remember that their doubts can turn into unrealistic fears that can inhibit their actions.