
Industrial/Technical Sales Representative

Manufacturing Industry

Name John Sample

Date of Testing 11/4/2010

Organization Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of industrial/technical sales representative within the manufacturing industry. Industrial/technical sales representatives who work in the manufacturing industry typically perform the following activities:

- Influence customers to buy technical products and services through sales presentations, product demonstrations, trial installations, etc.
- Conduct discovery with customers to understand their equipment or product needs and business requirements
- Provide support to customers on the operation and maintenance of equipment/machinery
- Stay informed about existing and emerging technologies, including competitor offerings

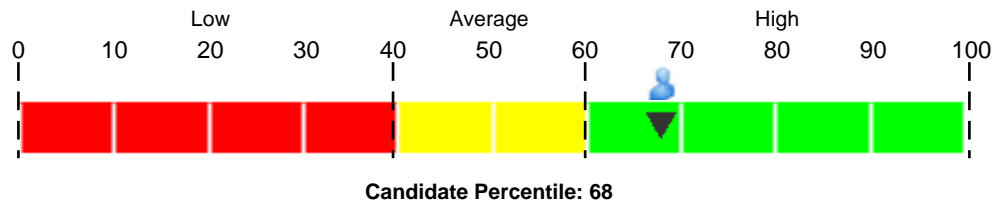
This report includes information on the candidate's potential to perform these types of activities, based on an assessment of the candidate in two key areas:

- Mechanical Aptitude - the ability to understand and apply mechanical principles
- Work Style Compatibility - the match between work behaviors and job requirements

Research by the Department of Labor has found that mechanical aptitude and the work styles measured in this assessment are important for successful performance as an industrial/technical sales representative. Industrial/technical sales representatives with a high level of mechanical aptitude are able to quickly learn and effectively apply mechanical principles on the job, enhancing their credibility with clients and overall performance. Similarly, industrial/technical sales representatives with certain work styles (e.g., persistence, initiative, stress tolerance) are able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the [User's Guide for TalentLens: Industrial/Technical Sales Representative](#)

Overall Fit



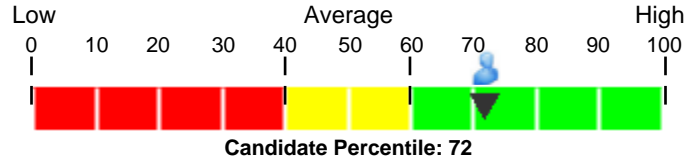
Score Interpretation

The overall fit score is based on a combination of mechanical aptitude and work styles that are critical for an industrial/technical sales representative within the manufacturing industry.

This candidate's overall fit score is in the high (green) range. Based on this score, it is likely that the candidate is a good fit for an industrial/technical sales representative position within the manufacturing industry.

Mechanical Aptitude

Is likely to struggle with tasks that require mechanical aptitude



Is likely to excel in tasks that require mechanical aptitude

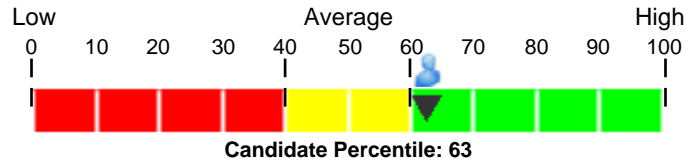
Score Interpretation

This candidate's score was higher than or equal to 72% of the scores in a sample group of industrial/technical sales representatives. This individual is likely to excel in tasks that require an understanding of the principles of physical forces and mechanical elements in practical situations. Specifically, this individual is likely to:

- Possess an in-depth understanding of physical principles and laws and their application
- Possess a broad level of mechanical expertise that can be applied across several roles or functions
- Be recognized as an expert or "go-to" person for his or her mechanical expertise
- Learn new or unfamiliar mechanical concepts quickly

Work Style Compatibility

Low compatibility with the work styles required for success as an industrial/technical sales representative within the manufacturing industry



High compatibility with the work styles required for success as an industrial/technical sales representative within the manufacturing industry

Score Interpretation

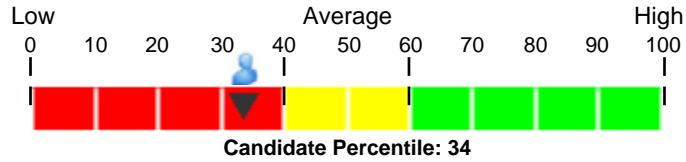
This candidate obtained a Work Style Compatibility percentile score of 63. This score indicates that the candidate is a good fit based on the work styles required for successful performance as an industrial/technical sales representative within the manufacturing industry.

Work Styles

Achievement Orientation

Achievement/Effort

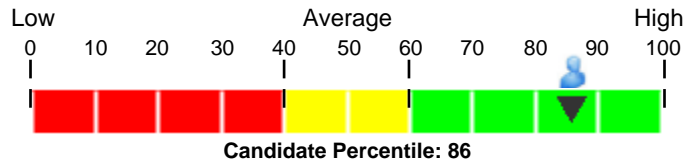
Is unlikely to set challenging work goals and may exert a low level of effort toward achievement of goals



Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

Persistence

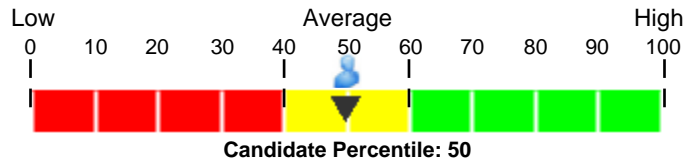
May not persist when faced with difficulties or obstacles, or when success seems unlikely



Is likely to be highly persistent on the job, even when faced with difficulties or obstacles, or when success seems unlikely

Initiative

Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges

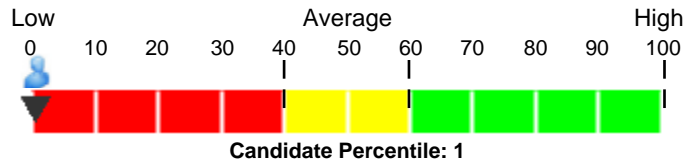


Enjoys taking on new or additional work responsibilities and challenges

Independence

Independence

Is likely to have to rely on others to define tasks and ways of doing things; may not deal effectively with ambiguity; may prefer working under close supervision

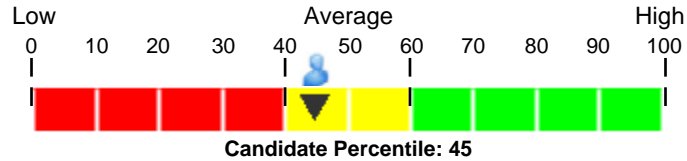


Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; candidates with very high scores may be uncomfortable with supervision

Adjustment

Self-Control

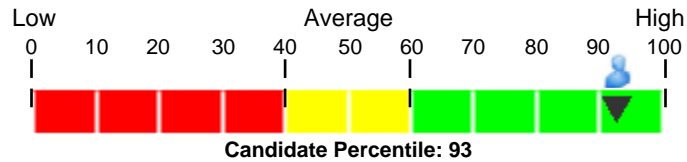
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



Is likely to maintain composure and control anger, even in very difficult situations

Stress Tolerance

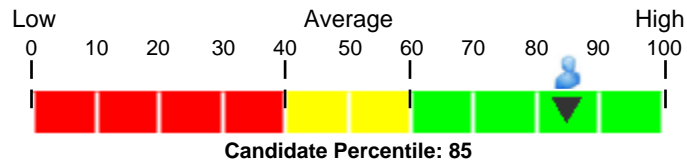
May have little tolerance for criticism, or for stress imposed by other people or circumstances



Is likely to accept criticism well and remain calm even when facing high pressure or stress imposed by other people or circumstances

Adaptability/Flexibility

Is unlikely to enjoy or look forward to change or variety in the workplace

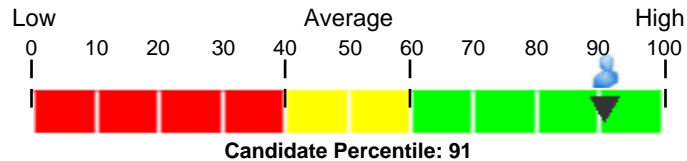


Enjoys and looks forward to change and variety in the workplace

Conscientiousness

Attention to Detail

Is likely to prefer tasks and issues requiring a more global focus than those requiring high attention to detail

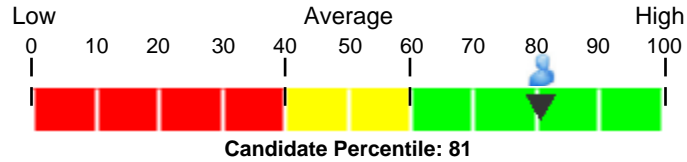


Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

Practical Intelligence

Analytical Thinking

May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems

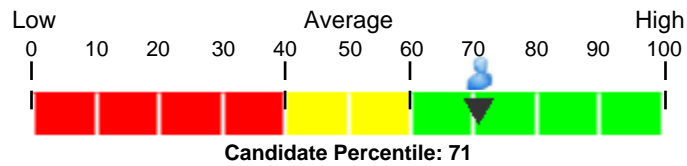


Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

Social Influence

Leadership Orientation

Is likely to have little interest in taking charge or directing and leading others; may be hesitant to offer opinions

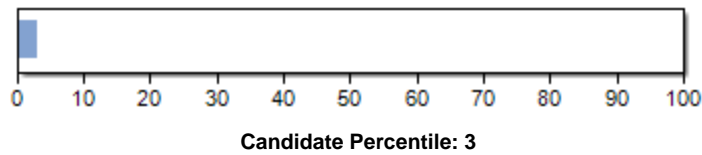


Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

Unlikely Virtues

Unlikely Virtues

Acknowledged self-limitations in responses to questions; not concerned about making a positive impression



Minimized self-limitations in responses to questions; appears concerned about making a positive impression

Note. The Work Style scores should be interpreted with caution if the Unlikely Virtues percentile score is higher than or equal to 95.