



Axiometrics International, Inc.

“Changing the World and the Future”

Extended Sales Interview Guide

Prepared for:

Demo Sample

- *This material is confidential and personal.*
- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

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Extended 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:

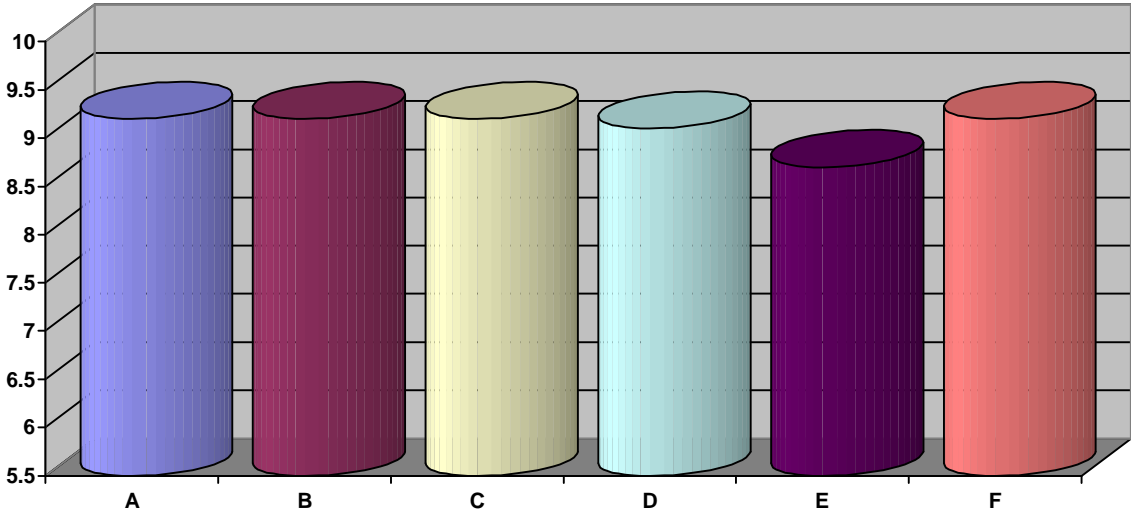
- Status, recognition

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.

Extended Sales Interview Guide **PRIORITIZED DEVELOPMENT AREAS**

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.

4) Goal Directedness: (Achievement Drive) (SLS-11E)-Situational Risk

A combination of uncertainty about the future and skepticism can lead to indecisiveness and disorganization.

5) Results Oriented: (Achievement Drive) (SLS-12B)-Situational Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

6) Money & Material Things: (Motivation Index) (SLS-26B)-Situational Risk

A lack of attention to money and material things can lead to indifference toward money unless it is a personal goal.

7) Doing Things Right: (Discipline For Selling) (SLS-18C)-Situational Risk

Individualistic thinking can lead them to disregard even the need for order, structure and doing things by standards.

8) Attention To Policies & Procedures: (Discipline For Selling) (SLS-19E)-Situational Risk

Individualistic, skeptical thinking leads them to disregard policies and procedures that do not meet their needs.

9) Persistence: (Self Starting Ability) (SLS-21B)-Low Risk

Holding pattern concerning the future can generate difficulty setting and following through with goals.

10) Self Control: (Handling Rejection) (SLS-9)-Low Risk

Tendency to react impulsively in stressful situations can lead to difficulty maintaining control in the sales process.

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SALES CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Empathy				
- Intuitive Insight	ü			
- Attitude Toward Others	ü			
- Evaluating Others	ü			
- Persuading Others	ü			
- Relating With Others	ü			
Handling Rejection				
- Self Esteem	ü			
- Self Assessment	ü			
- Self Confidence	ü			
- Self Control	ü			
- Sensitivity To Others	ü			
Achievement Drive				
- Goal Directedness		ü		
- Results Oriented		ü		
- Need To Achieve		ü		
- Social Recognition	ü			
- Self Attitude	ü			
- Ambition	ü			

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SALES CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Self Starting Ability				
- Persistence	ü			
- Consistency	ü			
- Initiative	ü			
- Role Satisfaction	ü			
Motivation Index				
- Service	ü			
- Money And Material Things		ü		
- Status And Social Self Recognition	ü			
- Personal Development	ü			
- Sense Of Mission				ü
- Sense Of Belonging		ü		
Discipline For Selling				
- Meeting established standards	ü			
- Doing Things right		ü		
- Attention To Policies and Procedures		ü		
- Meeting schedules and deadlines	ü			