

Go assessment

SALES

Recruiting Assessment
Report

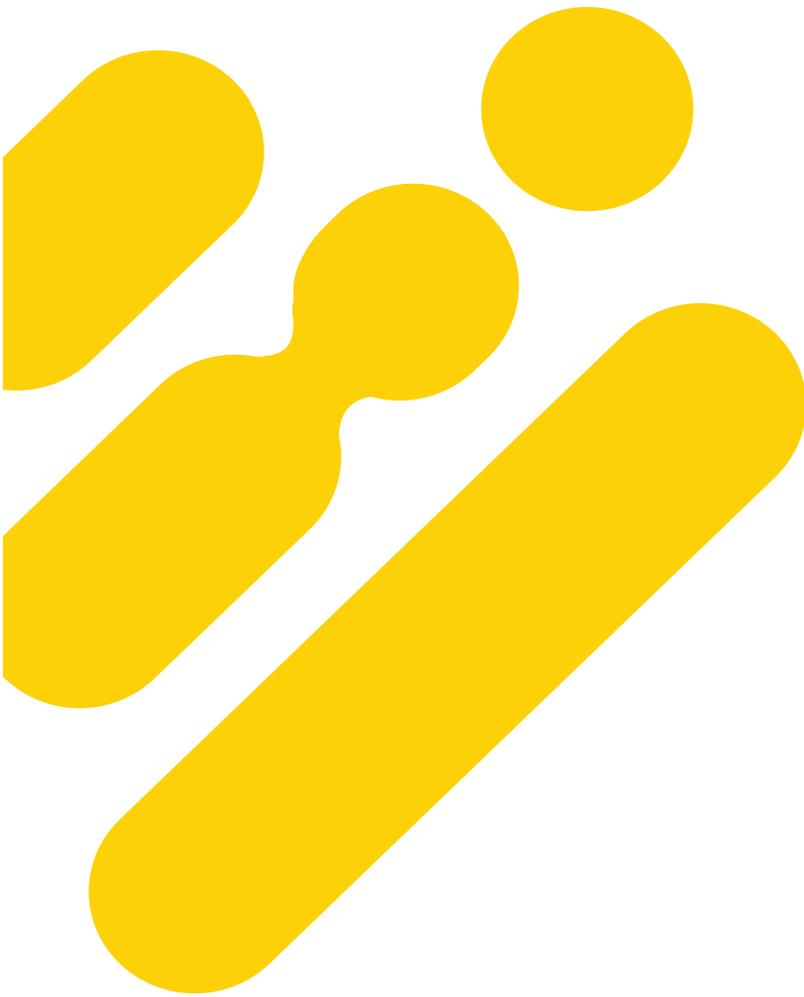
Sample candidate

January 1, 2020

Company name

Confidential Document

HUMANCE 
Culture & Performance



INTRODUCTION

- This assessment report for **Sample candidate** has been generated by the **Humance** expert system.
- It contains information that can help you make recruiting decisions regarding applicants for a non-managerial position in sales.

This report contains the following:

| | | |
|-----------------|--------------------------|--|
| HUMAN RESOURCES | DISTINCTIVE COMPETENCIES | - An indicator of the applicant's potential to demonstrate the key skills that generally lead to success in a non-managerial position in sales |
| | OVERALL FIT SCORE | - A score for the overall fit between the individual's results on key competencies for a non-managerial position in sales and the expected profile |
| | MOTIVATIONAL LEVERS | - An indicator of the individual's motivational levers |
| | INTERVIEW QUESTIONS | - Suggested questions for use during the recruitment interview based on the assessment results |
| MANAGER | INTEGRATION ADVICE | - Advice on integration that will help you provide the conditions for successful hiring |

CAVEAT ON USE OF THE REPORT

- This assessment report may only be used as part of a recruiting decision in connection with the competencies and job category as recommended by **Humance**, in compliance with the **consent form signed by the candidate**.
- It must not be used to make a recruiting decision more than **24 months after the assessment**, to set a reasonable time limit on the assessment findings.
- The report may not be released to the candidate without the customary precautions and must not be published or released to persons not involved in the assessment.

INTERPRETATION OF FINDINGS

The competency ratings are based on [personality or cognitive ability indicators](#) derived from the candidate's responses. Note that demonstration of a competency depends on other factors as well, including the candidate's work experience, degree of motivation and the work context. This report should be used as a complement to other recruitment efforts, such as the interview and reference checks, to create a more accurate portrait of the competencies of the person assessed.

The overall fit score, developed using the [Delphi method](#), helps assess to what extent the candidate's competency results match the expected profile for a non-managerial position in sales. This profile has been established by our experts and represents what many organizations typically expect in this type of role. However, the context, culture and requirements specific to your organization and the type of position to be filled must be taken into consideration when making your decision on candidates, because some competencies may have greater importance than others.

Therefore, **the fit score must not be considered a hiring recommendation**, but rather a general indication of the fit between the candidate's profile and the typical profile of a non-managerial position in sales.

POOR FIT

A profile with poor fit means that the candidate obtained results that do not really match the profile typically sought for the position.

BELOW AVERAGE PARTIAL FIT

A profile with below average partial fit means that the candidate obtained results that match a few points of the profile typically sought for the position.

ABOVE AVERAGE PARTIAL FIT

A profile with above average partial fit means that the candidate obtained results that match several points of the profile typically sought for the position.

GOOD FIT

A profile with good fit means that the candidate obtained results that match the profile typically sought for the position.

DISTINCTIVE COMPETENCIES

This section presents the assessment results of Sample candidate for the distinctive competencies. These results provide an indication as to the candidate's potential to demonstrate the key skills relating to a non-managerial position in sales.

ASSESSMENT RESULTS Sample candidate

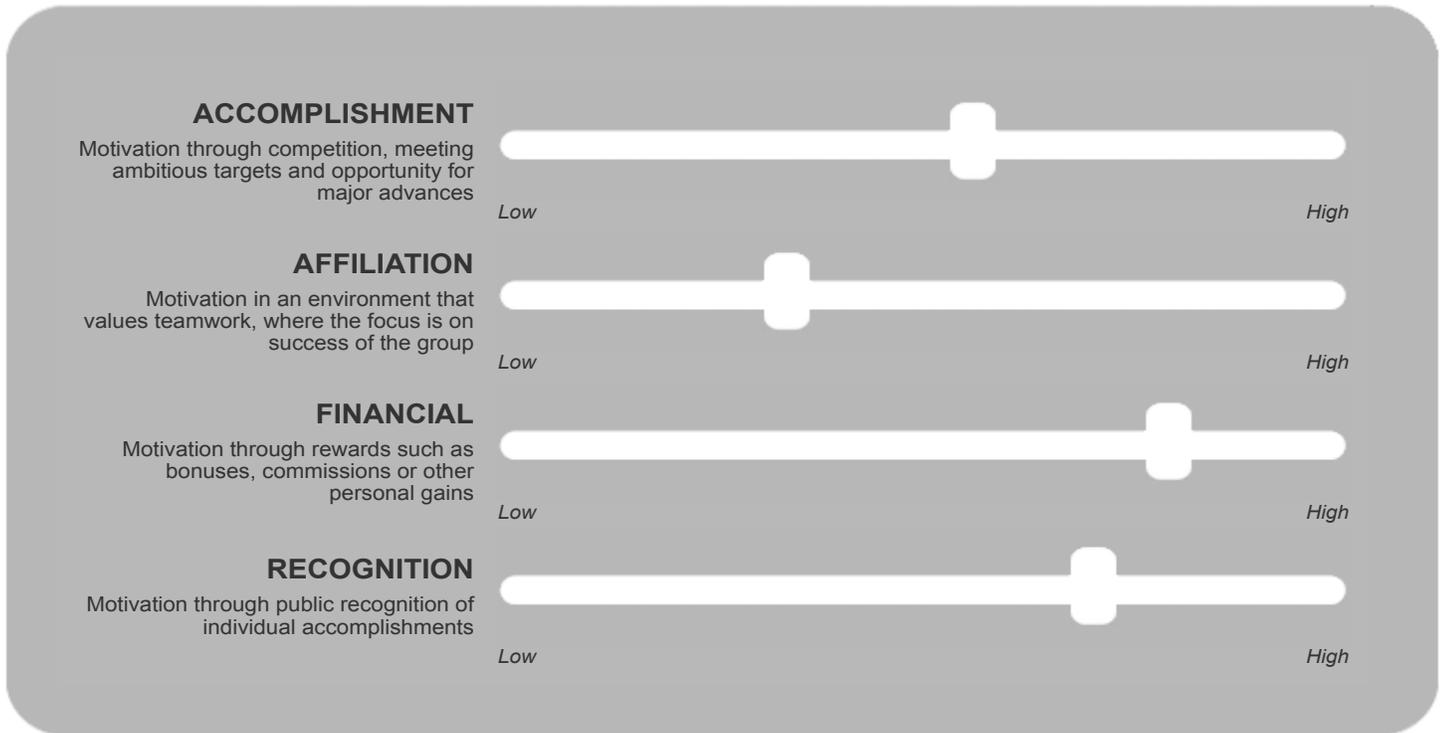
| | <i>Average</i> | | |
|--|--|--|--|
| Group Influence <i>Tends to get buy-in from others for their actions and ideas by intervening easily in discussions.</i> |  | | |
| Perseverance <i>Tends to show determination to achieve objectives, despite obstacles.</i> |  | | |
| Self-Control <i>Tends to remain calm in situations of differing views and adversity.</i> |  | | |
| Consideration for Clients <i>Tends to seek to understand clients' needs and prioritize their satisfaction.</i> |  | | |
| Business Relationships <i>Tends to actively develop lasting business connections.</i> |  | | |
| Rigour <i>Tends to follow rules and procedures, to maintain control over their accounts and work in an orderly, structured manner.</i> |  | | |
| Learning Ability <i>Tends to understand and assimilate new information.</i> |  | | |

Legend Above average Slightly below average Significantly below average

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GOOD FIT WITH THE EXPECTED PROFILE

MOTIVATIONAL LEVRS

This section presents the candidate’s motivational levers, what is likely to energize them in their work. The higher the result in an aspect, the more important this is for the individual. The person’s needs can be compared with what your organization is able to offer. A match between what the individual is seeking and what is present in his work environment will have a positive influence on his level of motivation.



ONBOARDING ADVICE

This section presents advice that will help you achieve optimum integration of the candidate into the position.

GROUP INFLUENCE

The candidate will seek to take a central role and actively lead the conversation when interacting with clients and colleagues. You should focus on leveraging this talent by assigning them challenging client conversations that require them to take charge in order to close the sale. It would also be effective to use the candidate as a model for other colleagues.

PERSEVERANCE

The candidate will usually show perseverance and only complain a little if they encounter an obstacle. However, they might experience frustration or give up when major challenges arise. You should help them see the importance of persevering and remaining steadfast to avoid momentary discouragement.

SELF-CONTROL

The candidate can easily keep cool in situations of differing views or adversity that may arise at work. They should show tolerance and will not be easily irritated by others. However, their propensity to maintain good control over emotions could give the impression of being detached and prevent communicating a sense of urgency. You could encourage the candidate to be willing to show more emotions, depending on the type of situation.

CONSIDERATION FOR CLIENTS

The candidate should make it a priority to develop and maintain pleasant, personalized relations with clients. In order to encourage their efforts to exceed expectations, you should put the candidate in contact with clients as often as possible. It might also be relevant to cite them as an example for other colleagues.

BUSINESS RELATIONSHIPS

The candidate will tend to proactively and independently reach out to develop and maintain pleasant, personalized relationships with their clients. They will seize opportunities to establish new business contacts in their environment. You should encourage them to attend various networking events and allow them the time necessary for them to maintain relationships with their clients.

ONBOARDING ADVICE

RIGOUR

The candidate will perform well in a role that requires order and structure. They will seek to abide by the organization's rules and should show ease in clearly and effectively structuring their work methods. Do not hesitate to seek this individual's cooperation to structure processes or improve existing work methods. However, you still might have to remind them that excessive focus on details sometimes detracts from the achievement of objectives or the development of a comprehensive vision.

LEARNING ABILITY

The candidate will require little support in learning new things. Your organization would benefit from relying on the candidate's sense of logic and ability to assimilate information quickly. You will be able to leverage the candidate's learning ability by giving them opportunities to resolve complex problems.

INTERVIEW QUESTIONS

Below is a list of questions based on the results of the assessment that will help you and the candidate to explore factors that require clarification and could have an impact on job performance.

PERSEVERANCE

- Tell me about a particularly difficult or demotivating task you recently had to accomplish that entailed serious obstacles. In what way was it difficult?
 - How did you react? How much time did you take to complete the task?