

Systems Specialist Sales Rep

Personal & Confidential

February 1, 2005

The Receiver
Your Company
P.O. Box 1234
Anycity, USA 40000-1234

Bottom-Line Recommendation


Candidate: John Smith
Position: System Specialist
Bottom-Line: Recommended

The validity scales from the Self-Descriptive Index indicate that Mr. Smith answered the questionnaires in an honest manner; there is no suggestion of deception. As a consequence, the following results are accurate.

Summary of Potential

Agreed-Upon Skills	Candidate Score
GAINS CUSTOMER COMMITMENT	96%
IDENTIFYING CUSTOMER NEEDS	47%
COMMITTS TIME AND EFFORT TO INCREASE PROFESSIONAL DEVELOPMENT	66%
DELIVERS ADDED VALUE TO CUSTOMERS	59%
MAKES PERSUASIVE PRODUCT PRESENTATIONS	98%
EDUCATES CUSTOMERS THROUGH STRUCTURED TRAINING	56%

Systems Specialist Sales Skills Potential

GAINS CUSTOMER COMMITMENT	SCORE	
	96%	

Definition: Maintains priorities by keeping the focus specific and defined; helps others to understand key priorities by repeatedly articulating the goals and how each contributes; has the ability to inspire and influence others; gains followers by being easy to follow; gives credit to others and assumes responsibility for external obstacles; motivates others by helping them to feel good about themselves.

Skill/Capability Level: Mr. Smith is insightful and able to target customers' different hot buttons as a way of satisfying their sales needs and gaining a following. He will always communicate clearly and repetitively to ensure customers' understanding and retention of what he has to say and what the key priorities are.