

THE SALES MANAGEMENT ATTRIBUTE INDEX™

John Doe

Manager

TTI

1-1-2003

CRITICAL SALES MANAGEMENT ATTRIBUTES

COMPONENT ANALYSIS FOR : John Doe

DEVELOPING OTHERS: How developed is John's ability to understand the needs, interests, strengths and weaknesses of others, and can he then effectively use this information for the purpose of developing others?

0 1 2 3 4 5 6 7 8 9 10



8.6 VG

HANDLING STRESS: What is John's ability to balance and defuse inner tensions and stress? Such tensions, if allowed to build up, might interfere with his ability to perform up to his potential.

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

MONITORING OTHERS: What is John's ability to focus on the actions and decisions of others in a practical and pragmatic way in order to identify both their strengths and their weaknesses?

0 1 2 3 4 5 6 7 8 9 10



6.6 FAIR

PROJECT AND GOAL FOCUS: How well does John tend to stay on target regardless of circumstances, or does he easily become distracted, losing focus on the task at hand?

0 1 2 3 4 5 6 7 8 9 10



6.3 FAIR

QUALITY ORIENTATION: What is John's affinity for seeing details, grading them against a preset standard (either his own or one externally assigned), and identifying flaws?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

SYSTEMS JUDGMENT: To what degree is John capable of schematic thinking? How well does he accomplish things within the external system of people and things with which he works?

0 1 2 3 4 5 6 7 8 9 10



4.8 POOR

The following scale is used throughout the report.

- 0 to 5.0 = POOR
- 5.1 to 6.6 = FAIR
- 6.7 to 7.6 = GOOD
- 7.7 to 8.8 = VG
- 8.9 to 10 = EX

CRITICAL SALES MANAGEMENT ATTRIBUTES

COMPONENT ANALYSIS FOR : John Doe

UNDERSTANDING MOTIVATIONAL NEEDS: How well does John understand the needs and desires of others, and how well does he use this knowledge to motivate them to succeed?

0 1 2 3 4 5 6 7 8 9 10



6.6

FAIR

The following scale is used throughout the report.

- 0 to 5.0 = POOR
- 5.1 to 6.6 = FAIR
- 6.7 to 7.6 = GOOD
- 7.7 to 8.8 = VG
- 8.9 to 10 = EX

THE SALES MANAGEMENT ATTRIBUTE

This summary is of the information presented in the remaining pages of the report. We've placed it here, ahead of the supporting information, to give you an overall picture and provide a quick glance at the individual strengths and weaknesses of the respondent.

COMPONENT ANALYSIS FOR : John Doe

CONFLICT AND PROBLEM RESOLUTION

0 1 2 3 4 5 6 7 8 9 10



5.4 FAIR

GETTING RESULTS

0 1 2 3 4 5 6 7 8 9 10



6.4 FAIR

LEADERSHIP FOCUS

0 1 2 3 4 5 6 7 8 9 10



6.6 FAIR

OPPORTUNITY ANALYSIS

0 1 2 3 4 5 6 7 8 9 10



6.3 FAIR

PLANNING ORIENTATION

0 1 2 3 4 5 6 7 8 9 10



5.9 FAIR

SELF AND PROJECT MANAGEMENT

0 1 2 3 4 5 6 7 8 9 10



5.4 FAIR

STAFFING FOCUS

0 1 2 3 4 5 6 7 8 9 10



5.5 FAIR

The following scale is used throughout the report.

- 0 to 5.0 = POOR
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- 8.9 to 10 = EX

CONFLICT AND PROBLEM RESOLUTION

"Will John diffuse a conflict, or will he fuel it?" This measures John's ability to resolve a problem or conflict which involves people or customers.

COMPONENT ANALYSIS FOR : John Doe

EMOTIONAL CONTROL: To what extent does John tend to maintain a rational and objective demeanor when faced with a stressful or emotional situation? Will he usually act objectively, rather than impulsively and emotionally?

0 1 2 3 4 5 6 7 8 9 10



9.3 EX

INTEGRATIVE ABILITY: Currently, what is John's capability for identifying the elements of a problem situation, understanding which components are critical, and then deciding what to do?

0 1 2 3 4 5 6 7 8 9 10



5.9 FAIR

INTUITIVE DECISION MAKING: How accurately does John compile intuitive perceptions about a situation into an appropriate decision or action?

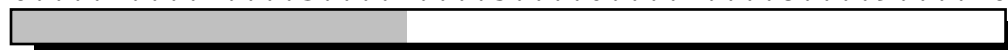
0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

PROBLEM AND SITUATION ANALYSIS: To what degree can John identify the critical activities in a process? Is he able to break down the process into its component activities and understand what needs to be corrected?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

SEEING POTENTIAL PROBLEMS: What is John's aptitude for structuring current situations in an ongoing scenario and being able to identify developments that could cause problems in the future?

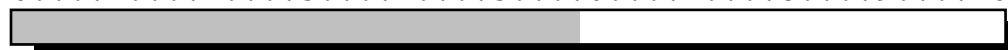
0 1 2 3 4 5 6 7 8 9 10



5.8 FAIR

USING COMMON SENSE: What is John's ability to focus on practical thinking, to see the world clearly and to make common sense decisions?

0 1 2 3 4 5 6 7 8 9 10



5.8 FAIR

GETTING RESULTS

"What attributes does John possess that will help him to get results?" This provides information about John's raw ability to get results, to apply himself to a goal and accomplish it using a variety of abilities.

COMPONENT ANALYSIS FOR : John Doe

ACCOUNTABILITY FOR OTHERS: How likely is John to be responsible for the consequences of the actions of those whom he manages?

0 1 2 3 4 5 6 7 8 9 10



6.8 GOOD

ATTENTION TO DETAIL: At this time how capable is John of seeing and paying attention to details? Does he tend to be thorough in assessing the finest components of a task?

0 1 2 3 4 5 6 7 8 9 10



8.5 VG

CONSISTENCY AND RELIABILITY: How strong is John's internal need to be conscientious in his personal or professional efforts, to be both consistent and reliable in his life roles?

0 1 2 3 4 5 6 7 8 9 10



8.7 VG

PERSONAL COMMITMENT: To what degree does John usually stay focused and committed to a task? Does this motivation come from within or does he require more external motivation or supervision?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

RESULTS ORIENTATION: What is John's ability to identify the actions necessary to complete tasks and to obtain results?

0 1 2 3 4 5 6 7 8 9 10



6.9 GOOD

SURRENDERING CONTROL: How comfortable is John with surrendering control of a given situation or its outcome to another person or a group of people, or does he feel a strong need to retain control himself?

0 1 2 3 4 5 6 7 8 9 10



5.5 FAIR

LEADERSHIP FOCUS

"What are John's leadership abilities?" This measures John's ability to lead others toward the successful completion of goals.

COMPONENT ANALYSIS FOR : John Doe

DEVELOPING OTHERS: How developed is John's ability to understand the needs, interests, strengths and weaknesses of others, and can he then effectively use this information for the purpose of developing others?

0 1 2 3 4 5 6 7 8 9 10



8.6 VG

LEADING OTHERS: The ability to organize and to motivate people into getting things accomplished is key to leadership. How capable is John at doing this in a way that makes everyone feel a sense of order and direction?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

MONITORING OTHERS: What is John's ability to focus on the actions and decisions of others in a practical and pragmatic way in order to identify both their strengths and their weaknesses?

0 1 2 3 4 5 6 7 8 9 10



6.6 FAIR

UNDERSTANDING MOTIVATIONAL NEEDS: How well does John understand the needs and desires of others, and how well does he use this knowledge to motivate them to succeed?

0 1 2 3 4 5 6 7 8 9 10



6.6 FAIR

GAINING COMMITMENT: How proficient is John at developing and invoking a self-motivating attitude in his employees or co-workers in the pursuit of their goals?

0 1 2 3 4 5 6 7 8 9 10



8.2 VG

OPPORTUNITY ANALYSIS

"Can John use his talents to formulate future opportunities?" This measures John's ability to accurately identify opportunities which may sometimes be distant, vague or hidden.

COMPONENT ANALYSIS FOR : John Doe

CONCEPTUAL THINKING: How well can John readily see the big picture to determine which direction to take, and how well does he use resources to attain future goals?

0 1 2 3 4 5 6 7 8 9 10



9.7 EX

INTEGRATIVE ABILITY: Currently, what is John's capability for identifying the elements of a problem situation, understanding which components are critical, and then deciding what to do?

0 1 2 3 4 5 6 7 8 9 10



5.9 FAIR

LONG RANGE PLANNING: What are John's natural abilities as they relate to being able to identify and evaluate resources and to then plan for their utilization throughout the execution of comprehensive, long-range projects?

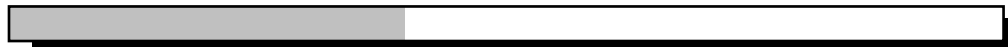
0 1 2 3 4 5 6 7 8 9 10



6.5 FAIR

PROACTIVE THINKING: At this time what is John's capability for accurately making predictive decisions? Does he factor future indications into his present actions, or does he tend to be more reactive, waiting until such time as all the information is actually at hand?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

SEEING POTENTIAL PROBLEMS: What is John's aptitude for structuring current situations in an ongoing scenario and being able to identify developments that could cause problems in the future?

0 1 2 3 4 5 6 7 8 9 10



5.8 FAIR

PLANNING ORIENTATION

"Is John an effective planner and organizer?" This measures the skills necessary for John's ability to accurately identify objectives and implement the steps needed to achieve them.

COMPONENT ANALYSIS FOR : John Doe

CONCEPTUAL THINKING: How well can John readily see the big picture to determine which direction to take, and how well does he use resources to attain future goals?

0 1 2 3 4 5 6 7 8 9 10



9.7 EX

CONCRETE ORGANIZATION: What is John's current ability to understand the immediate concrete needs of a situation, and is he able to establish an effective plan of action for meeting those needs?

0 1 2 3 4 5 6 7 8 9 10



5.6 FAIR

LONG RANGE PLANNING: What are John's natural abilities as they relate to being able to identify and evaluate resources and to then plan for their utilization throughout the execution of comprehensive, long-range projects?

0 1 2 3 4 5 6 7 8 9 10



6.5 FAIR

REALISTIC GOAL SETTING FOR OTHERS: When setting goals for others how capable is John at appropriately assessing their personal abilities, the organizational resources available to them and the time allowed for completion of a goal? Does he set achievable stretch goals, or do they tend to be unrealistic?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

SELF AND PROJECT MANAGEMENT

"Is John's internal insight clear enough to be of benefit, or does he require more external direction?" This category assesses to what extent John possesses the capacity to manage himself and project minimal stress and internal conflict.

COMPONENT ANALYSIS FOR : John Doe

HANDLING STRESS: What is John's ability to balance and defuse inner tensions and stress? Such tensions, if allowed to build up, might interfere with his ability to perform up to his potential.

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

PERSONAL ACCOUNTABILITY: How likely is John to be responsible for the consequences of his own decisions and actions and not shift the focus or blame for poor performance to somewhere else or on others?

0 1 2 3 4 5 6 7 8 9 10



9.5 EX

SELF ASSESSMENT: How proficient and practiced is John at taking his ability to evaluate the skills and techniques of others and turning it inward to evaluate himself in a similar fashion?

0 1 2 3 4 5 6 7 8 9 10



5.9 FAIR

SELF CONFIDENCE: To what degree does John tend to develop and maintain an inner strength based on the desire to succeed and on his belief that he possesses the capabilities to succeed?

0 1 2 3 4 5 6 7 8 9 10



6.1 FAIR

SELF CONTROL: What is John's tendency to remain calm and cool under pressure? Whereas "Emotional Control" relates to John's external actions when stressed, this capacity is an assessment of his ability to remain calm inside.

0 1 2 3 4 5 6 7 8 9 10



8.7 VG

SELF DISCIPLINE AND SENSE OF DUTY: How strongly does John feel the need to be consistent and true to himself in his actions? Can he rule his own conduct and remain true to his ideals?

0 1 2 3 4 5 6 7 8 9 10



8.6 VG

SELF AND PROJECT MANAGEMENT

COMPONENT ANALYSIS FOR : John Doe

PROJECT AND GOAL FOCUS: How well does John tend to stay on target regardless of circumstances, or does he easily become distracted, losing focus on the task at hand?

0 1 2 3 4 5 6 7 8 9 10



6.3 FAIR

REALISTIC PERSONAL GOAL SETTING: How proficient is John at setting goals for himself that can realistically be achieved given his abilities, the resources available to him and the timeframe within which he has to work?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

QUALITY ORIENTATION: What is John's affinity for seeing details, grading them against a preset standard (either his own or one externally assigned), and identifying flaws?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

STAFFING FOCUS

"Does John effectively manage the needs for first-class employees?" This measures John's ability to identify and implement the steps required to find, develop and retain the best talent.

COMPONENT ANALYSIS FOR : John Doe

ATTITUDE TOWARD OTHERS: To what extent does John tend to maintain a positive, open and objective attitude toward others?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR

EMPATHETIC OUTLOOK: What is John's present capacity to perceive and understand the feelings and attitudes of others or to place himself in the shoes of another?

0 1 2 3 4 5 6 7 8 9 10



8.3 VG

EVALUATING OTHERS: How realistic and accurate are the judgments that John tends to make about others? Does John clearly see their strengths and weaknesses and understand their manner of thinking, acting, and behaving?

0 1 2 3 4 5 6 7 8 9 10



6.6 FAIR

FREEDOM FROM PREJUDICES: How well can John readily prevent prejudices from entering into and affecting an interpersonal relationship?

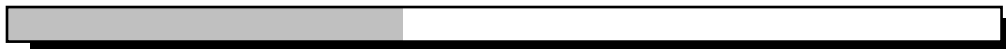
0 1 2 3 4 5 6 7 8 9 10



7.7 VG

INTUITIVE DECISION MAKING: How accurately does John compile intuitive perceptions about a situation into an appropriate decision or action?

0 1 2 3 4 5 6 7 8 9 10



4.0 POOR