

**WIMBUSH SALES ABILITY TEST RESULTS**

RESULTS FOR: **Good Recruiter**  
Contact Person: Fletcher Wimbush  
Position: Recruiter

Date: 5/28/2012

Researcher's Comments: Please feel welcome to call me with any questions. 719-637-8495

Good Logic, Borderline with People but Poor Sales.

Relationship sales: Some of the more aggressive sales questions have been deleted from the overall score.

My comments will be included in the Aptitude test results.

Minutes to do the test:

38

Position Benchmarks: RECRUITER

DEFINITION:

RECRUITER: A person who fills a vacant position by attracting, screening, selecting, and onboarding a qualified person for that position.

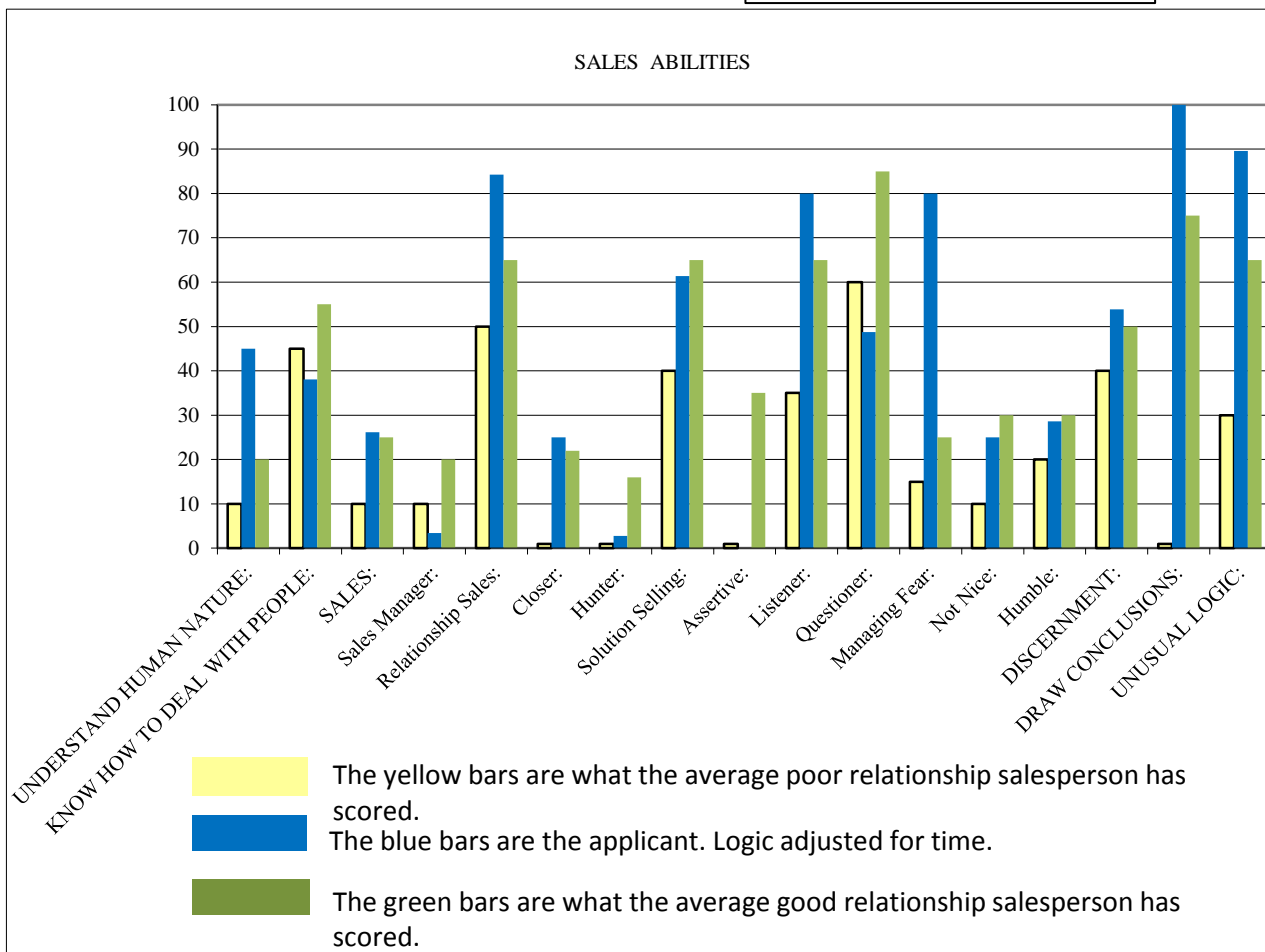
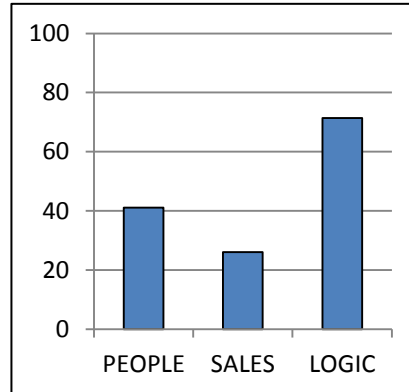
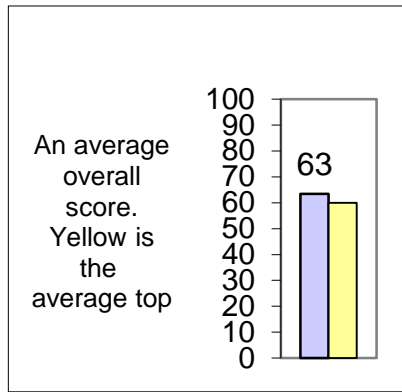
TESTING PROFILE:

A recruiter can score as low as 45 as an overall score and have a mixture of good and poor traits. Usually good at Relationship Sales, Solution Selling, Listener and Questioner.

Honesty: 67  
Attitude: 15

**SALES ABILITY CHARTS**

Good Recruiter



## SALES ABILITY Traits and Descriptions

### Good Relationship Sales

#### PEOPLE PERSON/LOGICAL PERSON BALANCE:

This person is better at analytical problem solving than dealing with people.

#### UNDERSTANDING HUMAN NATURE:

Understanding how people will behave, or are, in given situations is OK.

#### KNOWING HOW TO DEAL WITH PEOPLE:

Knowing how to deal with people in given situations is poor.

#### GENERAL SALES ABILITY:

**This person has extremely poor sales knowledge.**

#### SALES MANAGER STRENGTH:

**A poor understanding of aggressive sales, OK supervision but very poor sales mgr. communication.**

#### RELATIONSHIP SALES STRENGTH:

**A good understanding of sensitivity but excellent rel. sales communication and rel. sales listening.**

#### CLOSER STRENGTH:

**A very poor savvy of persistence, poor closer bravery and OK closer reading people.**

#### HUNTER (New Business) STRENGTH:

**A very poor understanding of cold call know how and cold call bravery but poor hunter reading people.**

#### SOLUTION SELLING:

A poor understanding of speaking up and solution sales questioning and very poor solution sales listening.

#### ASSERTIVE:

**A very poor understanding of assertive interrupting boldness and assertive speaking up strongly.**

#### LISTENER (Only 6 indirect questions.):

**Believes in being a very good listener.**

#### QUESTIONER (Only 4 questions.):

This person is on the fence about the importance asking questions.

#### MANAGING FEAR:

**An excellent understanding of being confident but OK interrupting boldness.**

#### NOT A NICE GUY:

A very poor understanding of confronting, aggressiveness and boldness.

#### HUMBLE:

This person is showing some signs of being arrogant or over blown ideas about self.

#### DISCERNMENT:

This person is good at seeing the subtle differences between one thing and a similar group of things.

#### DRAW CONCLUSIONS (Only 2 questions for this trait.):

**This person is very good at being able to deduct one piece of information from another group of information.**

#### UNUSUAL LOGIC:

**This person has an excellent ability to step outside the box and see simple solutions to logic problems.**

HOW THE APPLICANT ANSWERED THE SALES QUESTIONS  
Good Relationship Sales

HOW THE CANDIDATE ANSWERED THE SALES CLOSING QUESTIONS:

**When the prospect 'wants to think about it', s/he gives in.**

(If the prospect says, 'I want to think about it.' good salespeople will persist with intelligent questions.)

**S/he thinks it is better to continue presenting even though the prospect wants to sign the contract.**

(Good salespeople know that more talking after the person wants to buy can undo a sale.)

**When a prospect says, 'Your services are too expensive.' s/he asks if there is anything else.**

(Asking if there is anything else they are concerned about is OK but could be better.)

HOW THE CANDIDATE ANSWERED THE SALES MARKETING QUESTIONS:

**S/he believes in the value of asking good questions and actively listening during the selling process.**

(Top salespeople believe it is more powerful to ask good questions than to talk and explain.)

**S/he thinks sales success depends on product knowledge.**

(Research shows that product knowledge plays a small role in effective selling.)

**Believes asking for the business regardless of rejection.**

(Asking those to do business regardless of rejection will improve the marketing effort.)

**S/he believes the logical needs of the customer are more important than the emotional ones.**

(The prospect's personal and emotional wants are the biggest driver behind almost any sale.)

**S/he believes to get started you should try several approaches even if a little unprepared.**

(Most good salespeople will say to this last question, "S/he believes to get started you should try several approaches even if a little unprepared".)

**S/he believes the focus should be more on the quality of calls than volume of calls.**

(Those good at cold calling believe it is a numbers game and a quality game.)

**S/he will only approach people senior in rank if it won't be an interruption.**

(Good salespeople are brave and will approach people even if a little unacceptable.)