



ProfileXT™

Sales Management Report

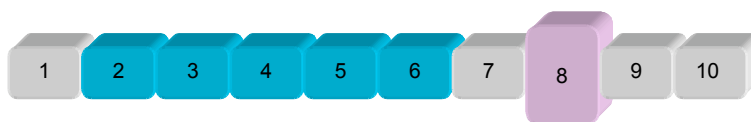
For

Servicing Sam

Safety Systems Sales

[See 2nd page of sample, below]

Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 2-6 **Score 8**

On the Manageability scale, Mr. Servicing is above the Job Match Pattern for this sales position. His preference for operating within a routine, procedural fashion is greater than the position typically requires. His performance could be limited by one or more of the following tendencies:

- Mr. Servicing possesses a high respect for sales procedures and authority. He may, in fact, be rather uncomfortable in sales environments that lack strict procedural guidelines for salespeople.
- He appears to respect rules concerning how one should conduct one's sales activities and the procedures involved. However, Sam may lack the initiative to adapt to the needs of the situation without specific rules to follow.
- Sam readily accepts authority and relies upon procedures to accomplish sales and sales-related administrative duties, but may lack the innovation to try a unique approach.

Coaching Suggestions

- You may have to foster a willingness to sell creatively in Mr. Servicing. Provide positive feedback for his efforts to think beyond simple policies and procedures.
- Discussions with him should determine the extent of his ability to adapt to a sales environment in which each individual must determine objectives without relying on specific procedural guidelines.
- To encourage more ingenuity while maintaining manageability, try allowing him to work closely with a fellow salesperson who is more proficient in balancing a respect for the rules with open-mindedness.
- To encourage a more creative approach, encourage him to exchange ideas with you or other team members with the validation of alternative thinking being the objective for attaining excellent sales goals.
- If Mr. Servicing is overly rules-oriented, assign projects that rely on initiative and creative problem-solving. Successes in this area may increase his confidence in going beyond the letter of the rules.

