

High Activity Sales Person

CMPI JOB DESCRIPTION (COMPATIBILITY) CHART

PROFILE FOR	SIGMUND SAMPLE
DATE	AUGUST 14, 2019
SECTION	1 OF 2

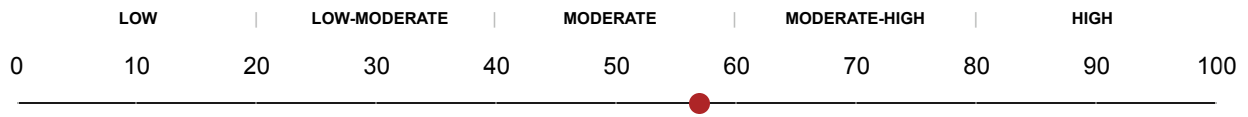
Important Note: The following Job Description (Compatibility) Chart information has resulted from performance data and/or personal interviews on thousands of managers and employees. The higher the CMPI Job Compatibility Score, the more compatible the employee is to the job description.

Disclaimer: Note that success in any position is based on the individual's related skills, knowledge, experience, intelligence, work ethic and CMPI Job Compatibility Score for the position. It is recommended that all of these attributes together be used to hire, promote, or terminate an employee. We recommend the use of the 3-D Interview Guide to measure these other attributes.

Job Compatibility Score

57%

MODERATE



Compatible Responsibilities

Prospecting consistently for new leads; planning and preparing to make the sale; prioritizing and organizing; determining the need; making a memorized sales presentation; answering objections; closing the sale; mastering a short-selling cycle with a sense of urgency; working alone or with minimal supervision; maintaining minimal after-the-sale customer service and record-keeping; preferring to work for straight commission or salary plus commission, with less emphasis on employee benefits.

Recommended Coaching Hours Per Month: Approximately 4-6 hours.

Managers should spend the most time coaching individuals about issues pertaining to their "red" range traits. For ideas on how to coach these individuals, refer to the individual's Coaching Report that provides specific, personalized coaching recommendations for each of the individual's traits.

High Accuracy

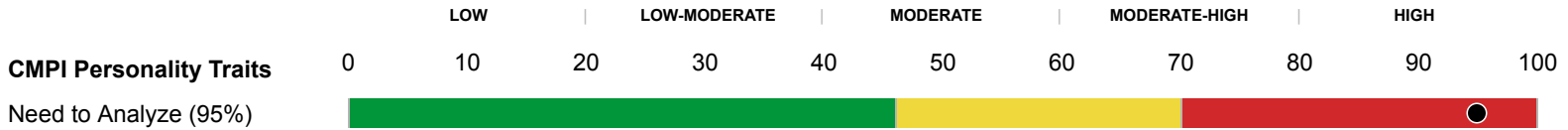
A detailed analysis of this individual's responses to the assessment confirm that **these results are accurate and reliable**. There were no indications that the individual had any difficulty in understanding the questions, nor did the individual display any unusual pattern in their responses (for example, there was no indication that the individual was attempting to create a good impression by exaggerating strengths and downplaying weaknesses).

High Activity Sales Person

INTERVIEW QUESTIONS

PROFILE FOR
DATE
SECTION

SIGMUND SAMPLE
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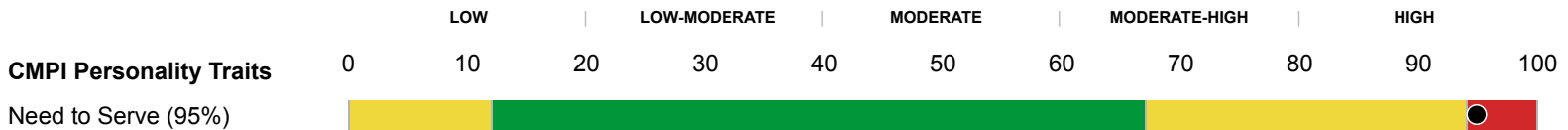


Need to Analyze (Higher scores on the CMPI indicate potential for "analysis paralysis".)

CMPI Result: **Very High**

Interview Questions for Need to Analyze

1. If your job description **required extensive research and detailed analysis**, would this be something you enjoyed or something you would try to delegate to others?
2. In order to understand a problem, if you had to pick just one, would you prefer to know more about the people involved in a situation, or more about the facts and figures?
3. When you make decisions, do you rely more on your intuition and experience or more on research and analysis of the data?



Need to Serve (Higher scores on CMPI indicate possible time management/prioritizing problems.)

CMPI Result: **Very High**

Interview Questions for Need to Serve

1. In the "ideal job," what percentage of your time would be spent working directly with employees to help them solve their problems and what percentage of your time would be spent with non-employee related challenges?
2. When problems arise, do you try to focus on your problems first, so that you are then free to help others? Or do you prioritize helping others first?
3. Describe situations where you have donated your time to serving others. How much time did it require? Were you employed elsewhere at that time? If so, how did you handle both at the same time?