

Interview Success Guide - Sales Management TM

Innermetrix, Inc.
Innermetrix Talent Profile of Jay Niblick

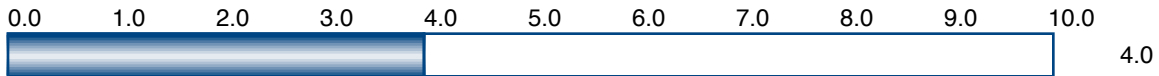
Interview Success Guide - Sales Management Summary

Report Summary

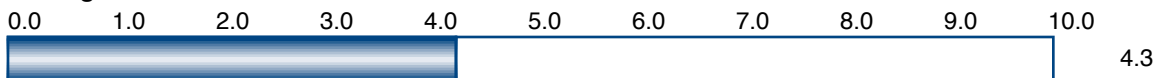
This graph summarizes the 3 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This Interview Success Profile will show you your greatest soft skills and strengths so you can show them off in the interview, and make you aware of some of your weaker areas so you are prepared to show how they are not an issue. It is meant to be used in conjunction with the IMX Interview Success Guide. If you do not have a copy of this FREE guide visit (www.innermetrix.com/interviewing) to download your copy now.

Report Component Graphs

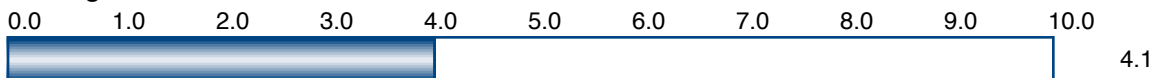
Developing Talent



Finding Talent



Leading talent



Category Overviews

Developing Talent (4.0)

"How well does Jay develop the skills and careers of others?" This measures Jay's ability to accurately understand the needs of her employees and to develop a training program that assesses those needs.

Finding Talent (4.3)

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

Leading talent (4.1)

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

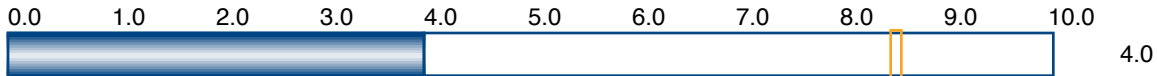
Developing Talent

Category Description

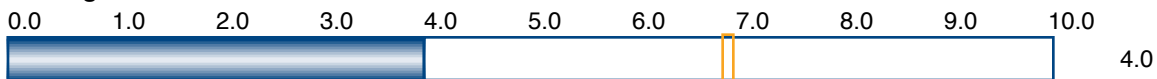
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Category Component Graphs

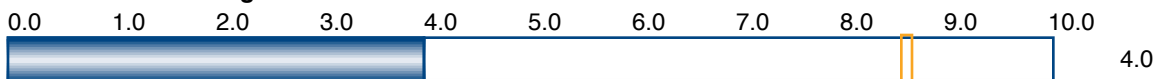
Developing Others



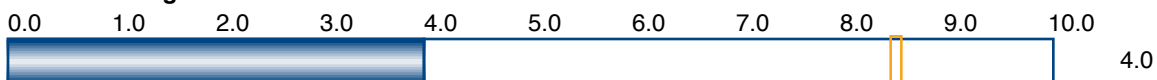
Gaining Commitment



Realistic Goal Setting For Others



Understanding Motivational Needs



Category Component Descriptions

Developing Others (4.0)

evaluates Jay's ability to understand the needs, interests, strengths and weaknesses of others, and to use effectively this information for the purposes of developing others.

Gaining Commitment (4.0)

evaluates Jay's ability to develop and invoke a self motivating attitude in her employees or coworkers in their pursuit of their goals.

Realistic Goal Setting For Others (4.0)

evaluates Jay's ability to set goals for others that can be achieved by using the available resources and operating within a projected timeframe.

Understanding Motivational Needs (4.0)

evaluates Jay's ability to understand the needs and desires of employees and to use this knowledge to motivate them to succeed.

Jay Niblick

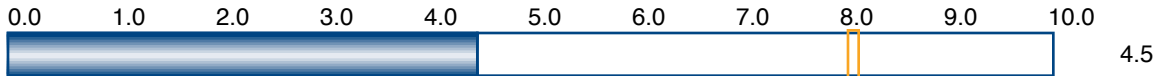
Finding Talent

Category Description

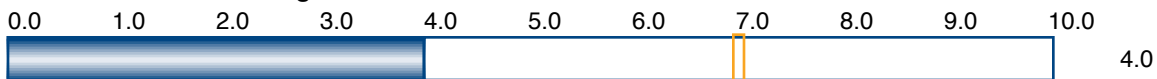
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Category Component Graphs

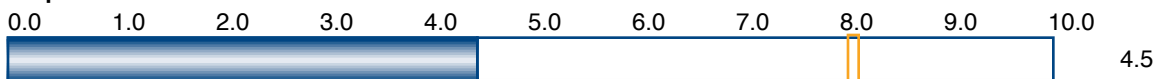
Attitude Toward Others



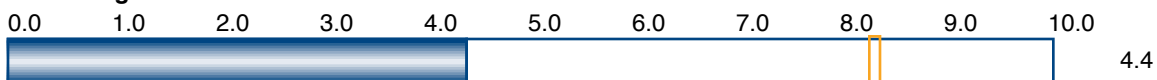
Balanced Decision Making



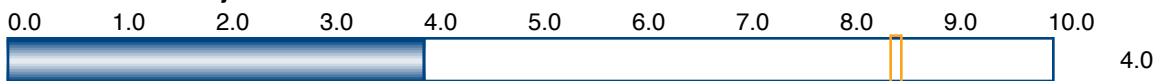
Empathetic Outlook



Evaluating Others



Freedom From Prejudices



Category Component Descriptions

Attitude Toward Others (4.5)

evaluates Jay's ability to maintain a positive, open and objective attitude towards others.

Balanced Decision Making (4.0)

evaluates Jay's ability to be objective and to evaluate fairly the different aspects (people and other) of a situation; and her ability to make an ethical decision that takes into account all aspects and components.

Empathetic Outlook (4.5)

evaluates Jay's capacity to perceive and understand the feelings and attitudes of others or to place herself in the shoes of another.

Evaluating Others (4.4)

evaluates Jay's ability to make realistic and accurate judgments about another, to evaluate his or her strengths and weaknesses, and to understand his or her manner of thinking, acting, and behaving.

Freedom From Prejudices (4.0)

evaluates Jay's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Jay Niblick

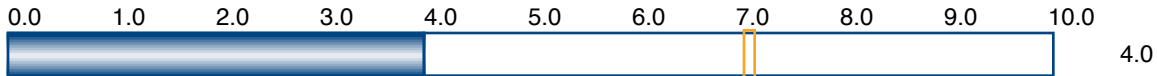
Leading talent

Category Description

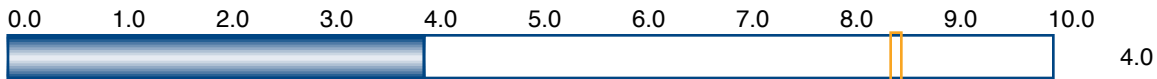
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Category Component Graphs

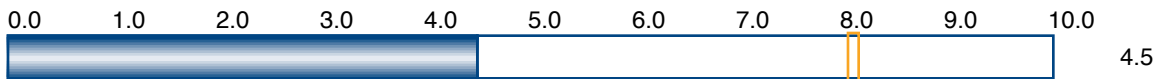
Conveying Role Value



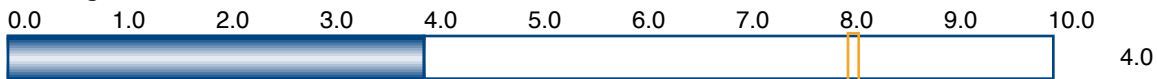
Developing Others



Human Awareness



Leading Others



Category Component Descriptions

Conveying Role Value (4.0)

evaluates Jay's ability to use her own capacities (for empathy, interpersonal relationships, and leadership) to instill, in an employee, a sense of value for the task at hand.

Developing Others (4.0)

evaluates Jay's ability to understand the needs, interests, strengths and weaknesses of others, and to use effectively this information for the purposes of developing others.

Human Awareness (4.5)

evaluates Jay's ability to be conscious of the feelings and opinions of others; and to value others as people instead of just as their organizational role or value.

Leading Others (4.0)

evaluates Jay's ability to organize and to motivate people into getting things accomplished in a way that makes everyone feel a sense of order and direction.

Jay Niblick