

Interview Success Profile - Sales TM

Innermetrix, Inc.
Innermetrix Talent Profile of Jay Niblick

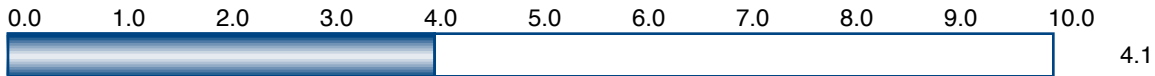
Interview Success Profile - Sales Summary

Report Summary

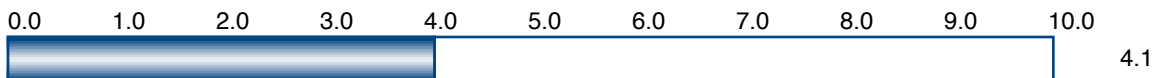
This graph summarizes the 4 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This Interview Success Profile will show you your greatest soft skills and strengths so you can show them off in the interview, and make you aware 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

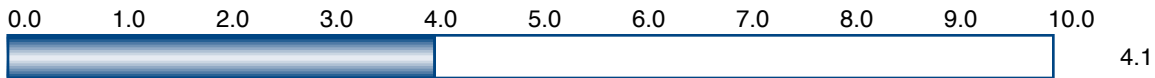
A. PROSPECTING



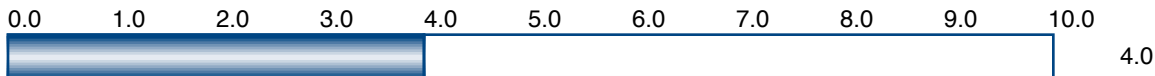
C. QUALIFYING



E. INFLUENCING



F. CLOSING



Jay Niblick

Category Overviews

A. PROSPECTING (4.1)

This is the first step of any sale. It is the phase of the sale where prospects are identified, detailed background information is gathered, the physical activity of traditional prospecting is coordinated and an overall strategy for face-to-face selling is developed.

C. QUALIFYING (4.1)

The detailed needs analysis phase of the face-to-face sale. This step of the sale enables the salesperson to discover what the prospect will buy, when they will buy and under what conditions they will buy. It is allowing the prospect to identify and verbalize their level of interest, specific wants and detailed needs in the product or service the salesperson is offering.

E. INFLUENCING (4.1)

What people believe enough, they act upon. This step is designed to enable the salesperson to build value and overcome the tendency that many prospects have to place little belief or trust in what is told to them. It is this phase of the sale that solidifies the prospect's belief in the supplier, product or service and salesperson.

F. CLOSING (4.0)

The final phase is closing. This phase of the sale is asking the prospect to buy, dealing with objections, handling any necessary negotiation and completing the transaction to mutual satisfaction.

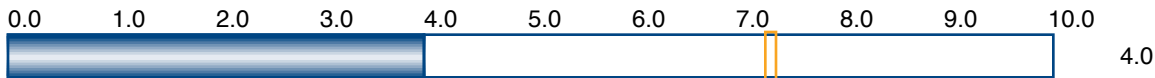
A. PROSPECTING

Category Description

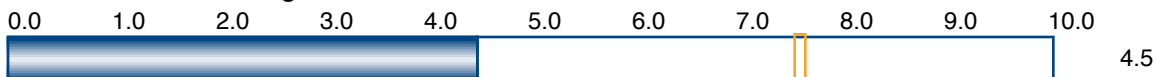
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Category Component Graphs

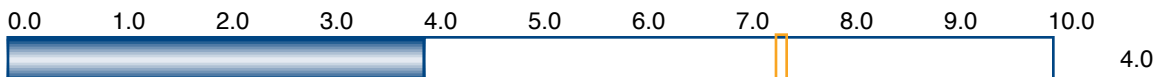
Initiative



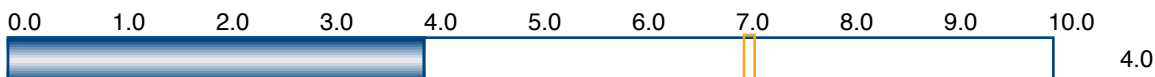
Intuitive Decision Making



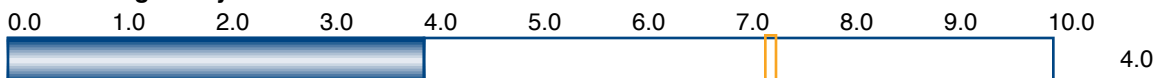
Persistence



Role Confidence



Self Starting Ability



Category Component Descriptions

Initiative (4.0)

evaluates Jay's ability to direct her energy toward the completion of a goal without an external catalyst.

Intuitive Decision Making (4.5)

evaluates Jay's ability to accurately compile intuitive perceptions about a situation into a decision or action.

Persistence (4.0)

evaluates Jay's ability to stay on course in times of difficulty.

Role Confidence (4.0)

evaluates Jay's ability to develop and to maintain an inner strength based on the belief that she will succeed.

Self Starting Ability (4.0)

evaluates Jay's ability to find her own motivation for accomplishing a task and the degree to which she will maintain that course in the face of adversity.

Jay Niblick

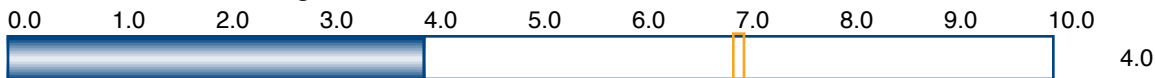
C. QUALIFYING

Category Description

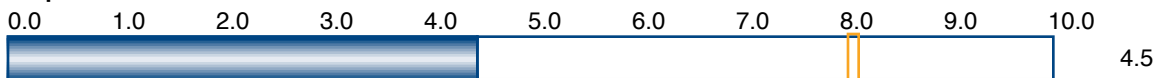
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Category Component Graphs

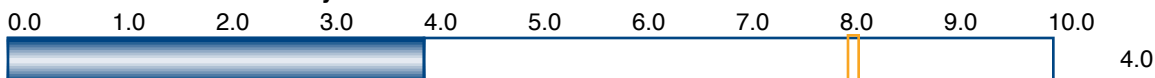
Balanced Decision Making



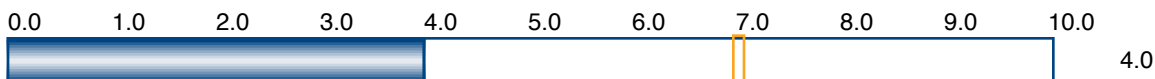
Empathetic Outlook



Problem and Situation Analysis



Self Confidence



Category Component Descriptions

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.

Problem and Situation Analysis (4.0)

evaluates Jay's ability to identify the elements of a problematic situation and to understand which components are critical.

Self Confidence (4.0)

evaluates Jay's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.

Jay Niblick

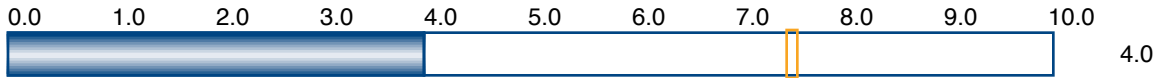
E. INFLUENCING

Category Description

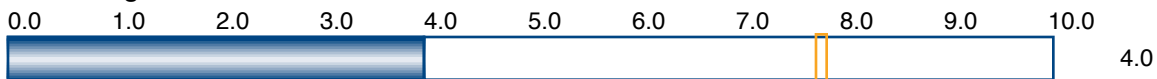
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Category Component Graphs

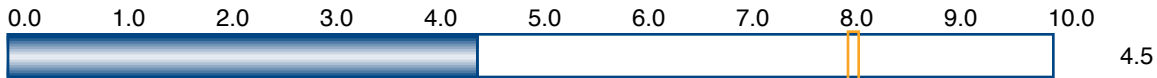
Flexibility



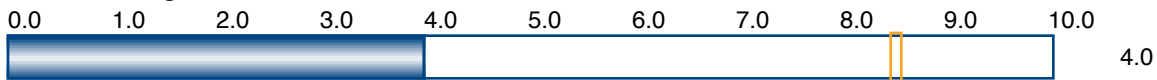
Persuading Others



Understanding Attitude



Understanding Motivational Needs



Category Component Descriptions

Flexibility (4.0)

evaluates Jay's ability to readily integrate, modify, and respond to changes with minimal personal resistance.

Persuading Others (4.0)

evaluates Jay's ability to present her viewpoint in such a way that it is accepted by others.

Understanding Attitude (4.5)

evaluates Jay's ability to read between the lines and to understand body language, reticence, stress, and emotions.

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

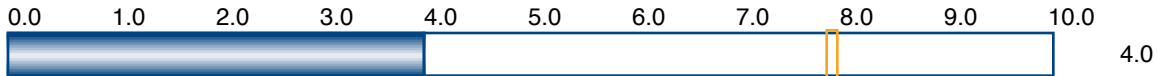
F. CLOSING

Category Description

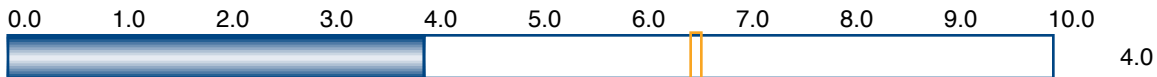
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Category Component Graphs

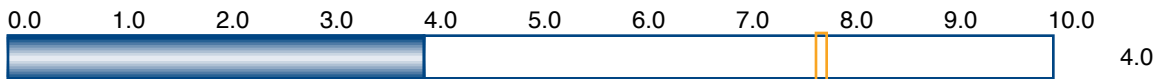
Attention To Detail



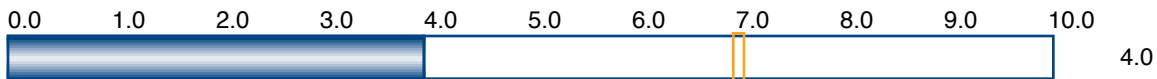
Handling Rejection



Results Orientation



Self Confidence



Category Component Descriptions

Attention To Detail (4.0)

evaluates Jay's ability to see and to pay attention to details.

Handling Rejection (4.0)

evaluates Jay's ability to avoid taking rejection or criticism in an overly personal manner.

Results Orientation (4.0)

evaluates Jay's ability to identify the actions necessary to complete tasks and to obtain results.

Self Confidence (4.0)

evaluates Jay's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.

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