


Recruitment Report Extract: The Call Reluctance® Scale

Individual Scores

The coloured horizontal bars indicate how each particular measurement is weighted for severity i.e. the cut off points for each. The raw scores for the individual are represented by the icon 

SCR Impostors

Prospecting Motivation

The Physical and Emotional energy you have available for sales. The higher the better

Prospecting Goal Level

Level of current Goal clarity. The higher the better. Target, Strategy and Pursuit are the three components requiring consideration if scores are low.

Prospecting Goal Diffusion

Summarises the practical / emotional approach to time and task management.

Problem Solving

Summarises an individuals preferences for solving complex tasks / issues.

SCR Overview


This explains the level of energy an individual is currently investing in either productive or non-productive sales behaviours. These two indicators will never be a mixture of colours.

N.B. occasionally, a person can have a red B/A and still be productive, however that success will come at a high emotional and physical cost and is rarely sustainable.

The **Brake** describes how the SCR traits cause emotional and physical energy to be wasted by Coping, Blaming, Avoiding or Denying. The **Accelerator** shows the level of energy being used positively in the pursuit of success.

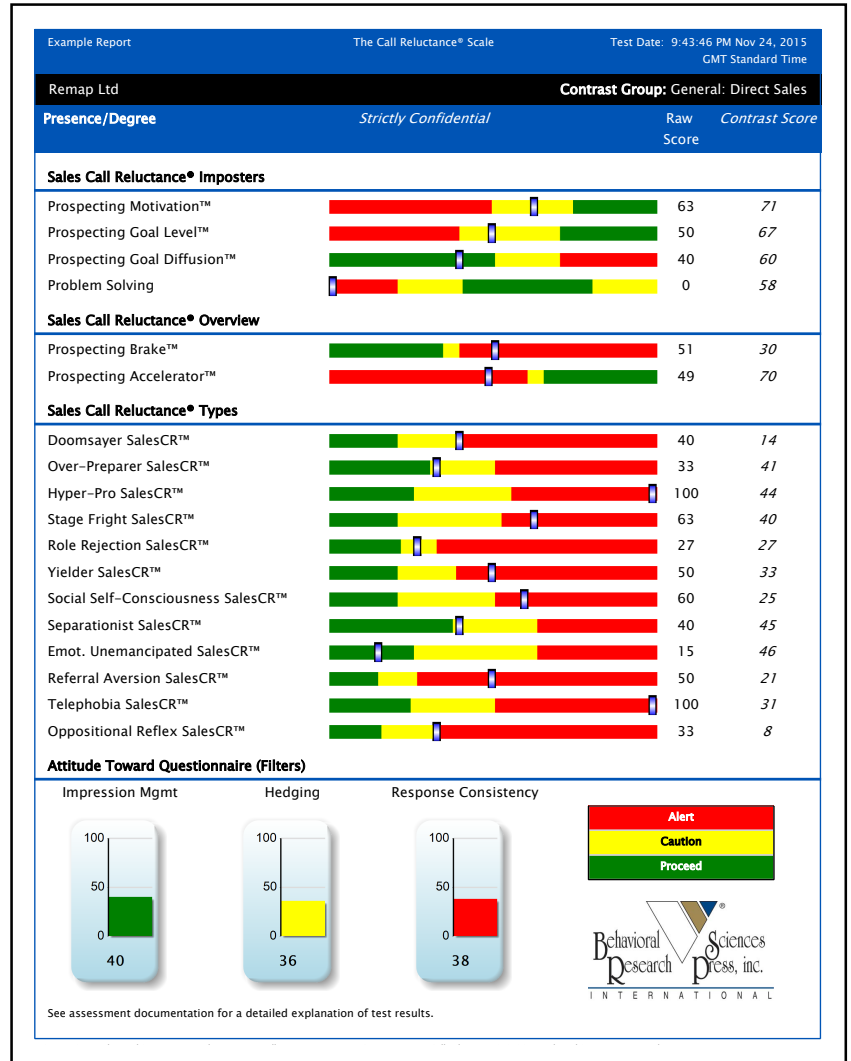
SCR Types

A graphical and numerical summary of the scores for the 12 traits.

The raw scores for the individual are represented by the icon , and it is therefore easy to see the severity of each score.

Contrast Group

ReMap's Global average for your industrial sector.



Raw / Contrast score

Raw – individual scores

Contrast - the running totals for your sector

Attitude Toward Questionnaire (Filters)

These indicate the approach the individual took towards completing the questionnaire. This can be conscious or sub conscious.

Impression Management

Degree of 'management' applied in order to shape results. High scores here can corroborate the need of the Hyper Pro / Oppositional Reflex to impress.

Low scores can often suggest a self-critical approach to the questionnaire (eg's Doomsayer / HyperPro / Oppositional Reflex)

Hedging

The selection of safe answers rather than the more extreme, but perhaps more accurate, options.

Response Consistency

This measures the level of consistency in the delegate's answers throughout the questionnaire. The higher the better.