

Recruitment Report Extract: Assist™ Report

SCR Impostors

(reminder from Call Reluctance Scale)

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.

How Much?

This measurement takes into account all the information that the profiling tool has uncovered and combines this to predict how successful the individual is likely to be.

For this section you would want as high a score as possible as this would suggest that **if** the individual has the appropriate Skills and Knowledge then they are likely to be a high producer.

NB: Where you have an existing member of staff who is producing but scores in the red sector then the problem you face is 'Coping' and sustainability will be important to consider

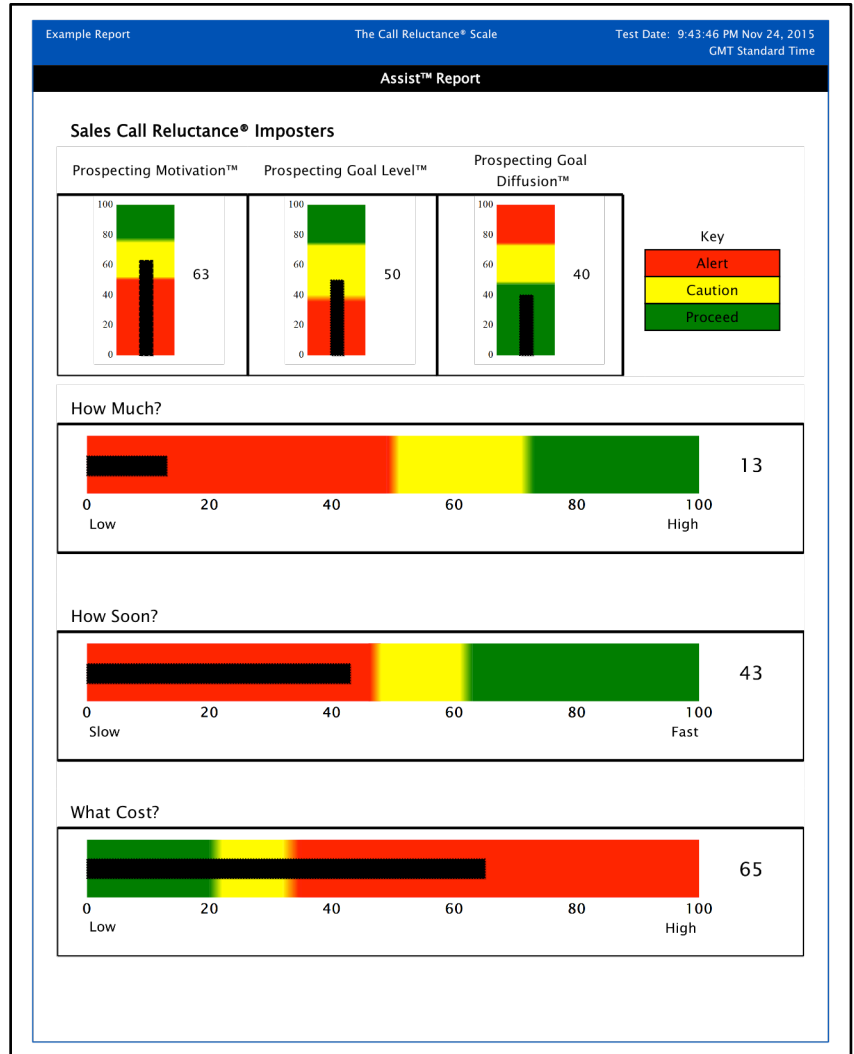
How Soon?

This measurement indicates how quickly you can expect an individual to reach the Potential (How Much).

In simple terms the more SCR a person suffers from the more this will impact on how quickly they can produce the level of performance suggested in Section 2.

Traits such as Doomsayer and Over Preparer can significantly reduce the speed of someone reaching their potential.

NB: The higher the score the better.



What Cost?

This measurement isn't concerned with the financial cost directly. It focuses initially on the demands or pressures the individual will make on their employer because of their SCR scores, this in turn WILL have a financial cost.

Examples for SCR issues around sales issues and confidence include increased:

- Sales Manager support.
- HR Support.
- Training Support.

Examples for SCR issues around Hyper Pro or Oppositional Reflex Traits include:

- Direct or In-direct conflict with Sales Manager or Trainers causing increased stress and tension. This can impact on individual and team morale.
- Refusal to comply with policy or procedures.
- Smoke screens to look like they are conforming, which hide their real performance. This can lead to frustration for the employer as they are hampered by this 'Spin Doctoring'

NB: The lower the score the better