



Sales Litmus 8 Dimension Test

Date of Assessment : 2015-04-30
Test Duration : 40 Minutes
Time Taken : 0 Minutes 45 Seconds



Certificate of Achievement

“Your Name Here”

has successfully completed

Sales Litmus 8 Dimension Test


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Head of Consumer Certifications

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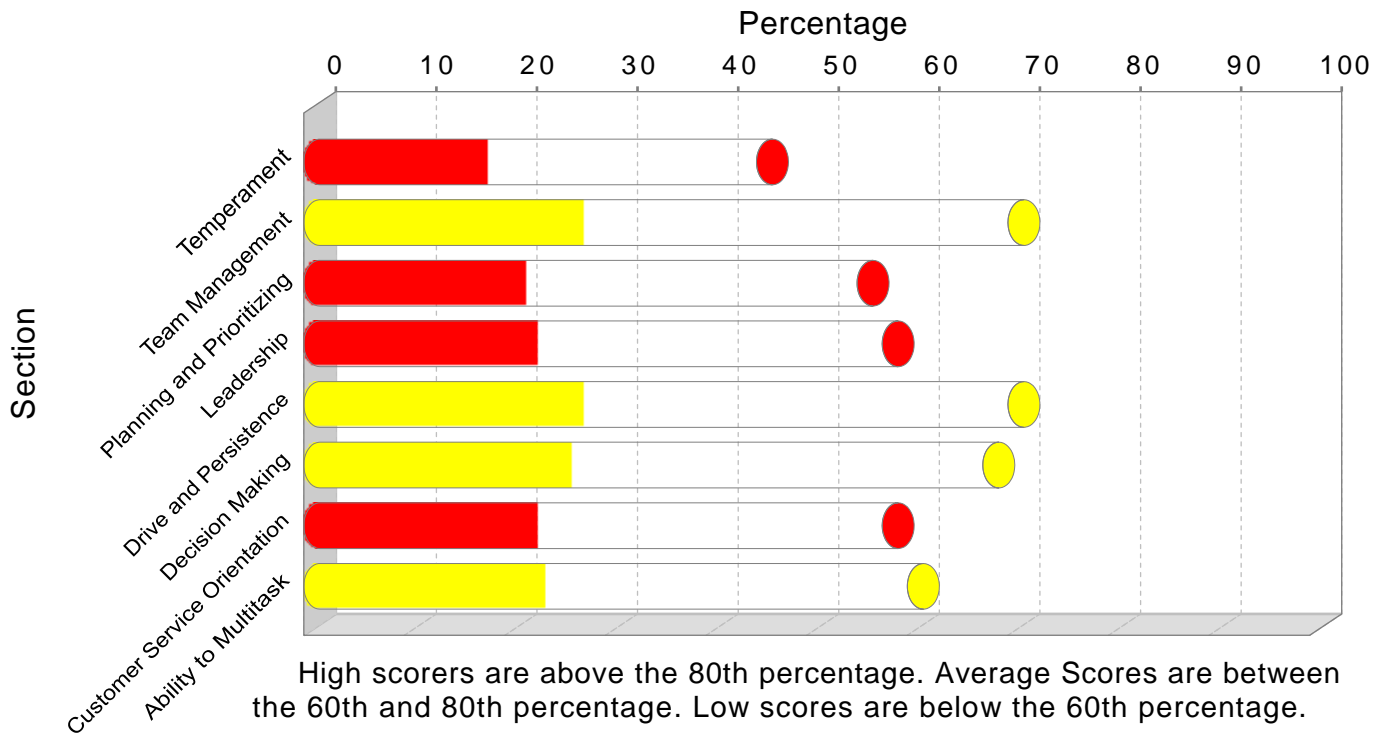


Date of Certification: 2015-04-30
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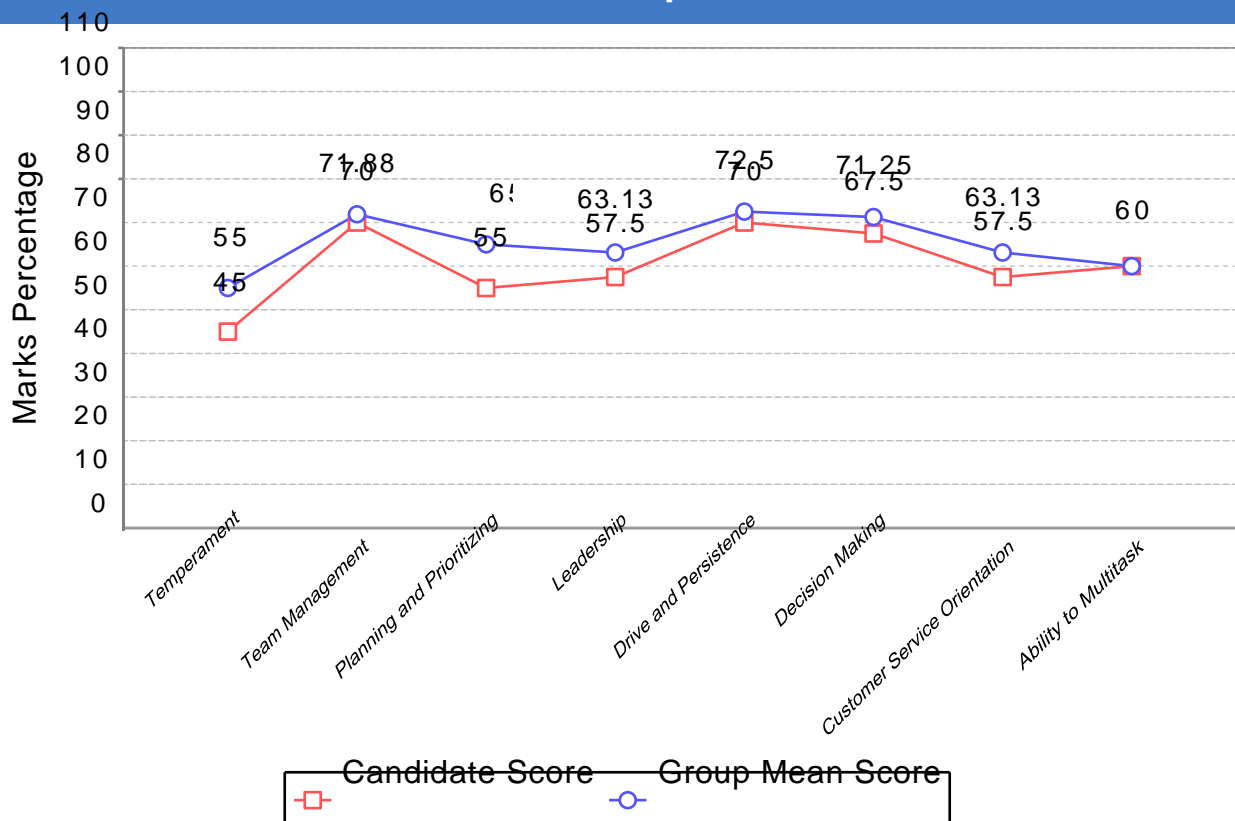




Section Report



Candidate Vs Group Benchmark





Temperament

LOW	MEDIUM	HIGH
<p>Innate aspect of individual personality. An individual's tendency to be impatient and become angry or annoyed with others. This can be caused by the situation or it can be a generally increased level of tension in a person.</p>		
<p>Candidate Feedback</p>		
<p>The respondents score indicates that he tends to become easily angered and frustrated with others, especially when others make mistakes. He tends to be restless and impatient, and may feel higher levels of physical tension than most.</p>		

Team Management

LOW	Medium	HIGH
	<p>Managing a team of executives on a specified task. Coaches, mentors, shares experiences and guides people/team members in decision making. Able to leverage full potential of an executive, thereby building skill set, team spirit & identity.</p>	
<p>Candidate Feedback</p>		
<p>The respondent seems to have a moderate level of confidence in managing a team or a group of subordinates. Is likely to spend less time engaging in mentoring and guiding his team members through a decision or task. There may be aspects of team management where he feels less confident or may feel a need/scope of improvement. He may struggle with managing the aspirations of team members. However, this lack of confidence may be temporary and could be a result of his lack of on-the-job experience of managing a team.</p>		



Planning and Prioritizing

LOW	MEDIUM	HIGH
<p>The ability to create detailed robust plans encompassing milestones (critical tasks), checkpoints, deliverables and dependencies, taking into account both required resource availability and risk assessment. Can prioritize and differentiate between issues that are urgent vs. important and maintaining focus on important issues.</p>		
Candidate Feedback		
<p>This respondents score suggest that he may sometimes plan ahead but this is not something that he is inclined to do on a regular basis. He is likely to have a broad based outlook towards planning as a result may miss out on factoring or assessing certain unforeseen elements or risks. His flexible planning style might allow this individual to handle crisis but may result in delayed deliverables or gaps in implementation.</p>		

Leadership

LOW	MEDIUM	HIGH
<p>The ability to effectively manage, guide & align team members to achieve desired business results adapting different leadership styles as per the situation. Provides appropriate level of feedback and effectively mentors & coaches team members to ensure that they meet their full potential and to equip them to meet the current and future needs of the business.</p>		
Candidate Feedback		
<p>The respondent seems to have low confidence in managing and guiding a team. He may not spend time on people management related activities such as - goal setting, coaching, mentoring, building capabilities etc. and may find it hard to make the best use of even the formal platforms like appraisals etc. He seems to find people management stressful. This lack of confidence could be due to a recent negative experience, lack of opportunity (does not have a team to manage) and/or lack of interest to manage a team.</p>		



Drive and Persistence

LOW

Medium

HIGH

Demonstrates energy, dependability, perseverance and self motivation. Has the ability to take things forward when they get stuck (through networking or escalation). Refuses to give up.

Candidate Feedback

The respondent's score indicates that he appears to be moderately ambitious, He is fairly driven and will want to achieve some kind of success in the workplace. He seems to have some internal drive and motivation to overcome setbacks. It is likely that he will show some persistence when faced with obstacles although he may benefit from external impetus or assistance when faced with difficulties. He will put a moderate amount of energy and commitment into achieving their goals at work, will probably want to achieve promotion or career advancement to a certain degree; but will also have other priorities. There may be certain aspects of his role that particularly motivates him; it is these areas that he will be most likely to take an enthusiastic and committed approach to.

Decision Making

LOW

Medium

HIGH

The ability to use available information and sound judgment to make effective and timely decisions. Implements decisions with logic and confidence. Makes decisions in complex or unusual situations.

Candidate Feedback

The respondent has a fair understanding of the basics, but is likely to make spontaneous decisions. He may not weigh or evaluate all the pros and cons in a detailed or holistic manner. During times of ambiguity, this spontaneity in decision making may sometimes result in adverse consequences or lapses in crucial projects. In an attempt to move ahead quickly the respondent may not spend adequate time in reviewing the consequences before making any decisions. This spontaneous decision making style of this individual may help in ensuring that work progress is maintained, however the decision may not always be thought through or well evaluated.



Customer Service Orientation

LOW	MEDIUM	HIGH
<p>Ability to understand and honor all of the organizations' commitments to customers by providing helpful, courteous, accessible, responsive, and knowledgeable customer service.</p>		
Candidate Feedback		
<p>The respondent is not likely to demonstrate a fundamental understanding of customer needs in his daily work; occasionally he may not meet customer expectations. He may not seek new ways to enhance the customer relationship with new service offerings; is likely fail to consistently follow through on customer commitments. He is likely to develop "shallow" relationships that lack personal attention and focus, which may result in low levels of customer satisfaction.</p>		

Ability to Multitask

LOW	Medium	HIGH
<p>Ability to adeptly work on more than one task simultaneously, while maintaining efficiency and effectiveness when interrupted or switching between tasks.</p>		
Candidate Feedback		
<p>The respondent seem to enjoy or feel comfortable in multi- tasking, and in his current role may be managing more tasks than required, but It is likely that he may leave the task half way or shift on to some other tasks/activity. As a result may struggle with time implementation/meeting deadlines. It is likely that there is a lot of last minute buildup closer to the deadline, resulting in stress. This is likely to reduce the quality of his output and also lead significant others (team members, manager) to have less confidence with regard to timely delivery of the tasks.</p>		

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