

FinxS® Sales 18 - Development

This assessment is based on the responses given in the Extended DISC® Individual Assessment Questionnaire. This assessment should not be the sole criterion for making decisions about oneself. The purpose of this assessment is to provide supporting information for the respondent in self-development.



Henry Hunter

Organization:
ACME, Inc.

Date:
09.14.2017





Introduction to the FinxS® Sales 18:

This FinxS® Sales 18 is specifically intended to be used with your FinxS® Sales Competence Assessment. It is designed to help you to better understand and further develop your skills to successfully perform the 18 important competences for selling success as measured in your FinxS Sales Assessment.

How to use the FinxS® Sales 18:

This assessment identifies your natural, hard-wired DISC behavioral tendencies in the same 18 competences of selling success to allow you to discover the similarities and differences between your natural behavioral style and your current level of competence. Each of the 18 competences is deconstructed into individual behavioral competences to allow for a very clear identification of your unique sales strengths and development areas.

You will notice that every behavioral competences shows an expectation score of “5”. No one will ever score “5” on every competence. Rather, the expectation scores are the ideal, or target, scores that are compared against your natural behavioral style.

As with your FinxS Sales Competence Assessment, you will notice that you will agree with most of your results. However, you may have some reluctance to accept certain development areas. Again, this is a very normal reaction as it is always more difficult for everyone to explore their weakness or blind spots that are impeding their present level of success. Also, keep in mind the purpose of this assessment is to provide guidance how you can become even more successful and the scores do not measure any behavioral modifications that you make. It simply identifies your natural, unmodified DISC style.

Finally, it is highly recommended that you will review your results with a professional facilitator or a sales coach who has been trained to interpret this FinxS® Sales 18 together with your FinxS® Sales Competence Assessment. They have been professionally trained to interpret both assessments and the consequences of your combined results to develop a clear roadmap to your success.





Creating Your Road Map to Success with FinxS® Sales 18 and FinxS® Sales Competence Assessment:

Ideally you will use FinxS® Sales 18 with your FinxS® Sales Competence Assessment. Doing so will allow you and your sales coach to distinctly identify and address the differences between your natural, hard-wired behavioral tendencies and your present competence levels.

You will be able to clearly calculate the differences between what your natural style predicts and what your present competences are to discover if you are:

- performing better than your natural behavioral style predicts.
- not using your full potential.

The analysis of the above differences will help you and your sales coach to create a powerful development plan to make you more successful.

Other Available Resources to Create Your Road Map to Success:

While this assessment focuses on the important 18 sales competences, be sure to actively use your Extended DISC® Sales Professional Assessment. It will provide you with the map to more successful interactions with prospects and clients. You will learn:

1. The four main human behavioral styles.
2. Who you are and how others perceive you.
3. How to read prospects and client and to better understand them.
4. How to adjust your sales style to achieve your goals.

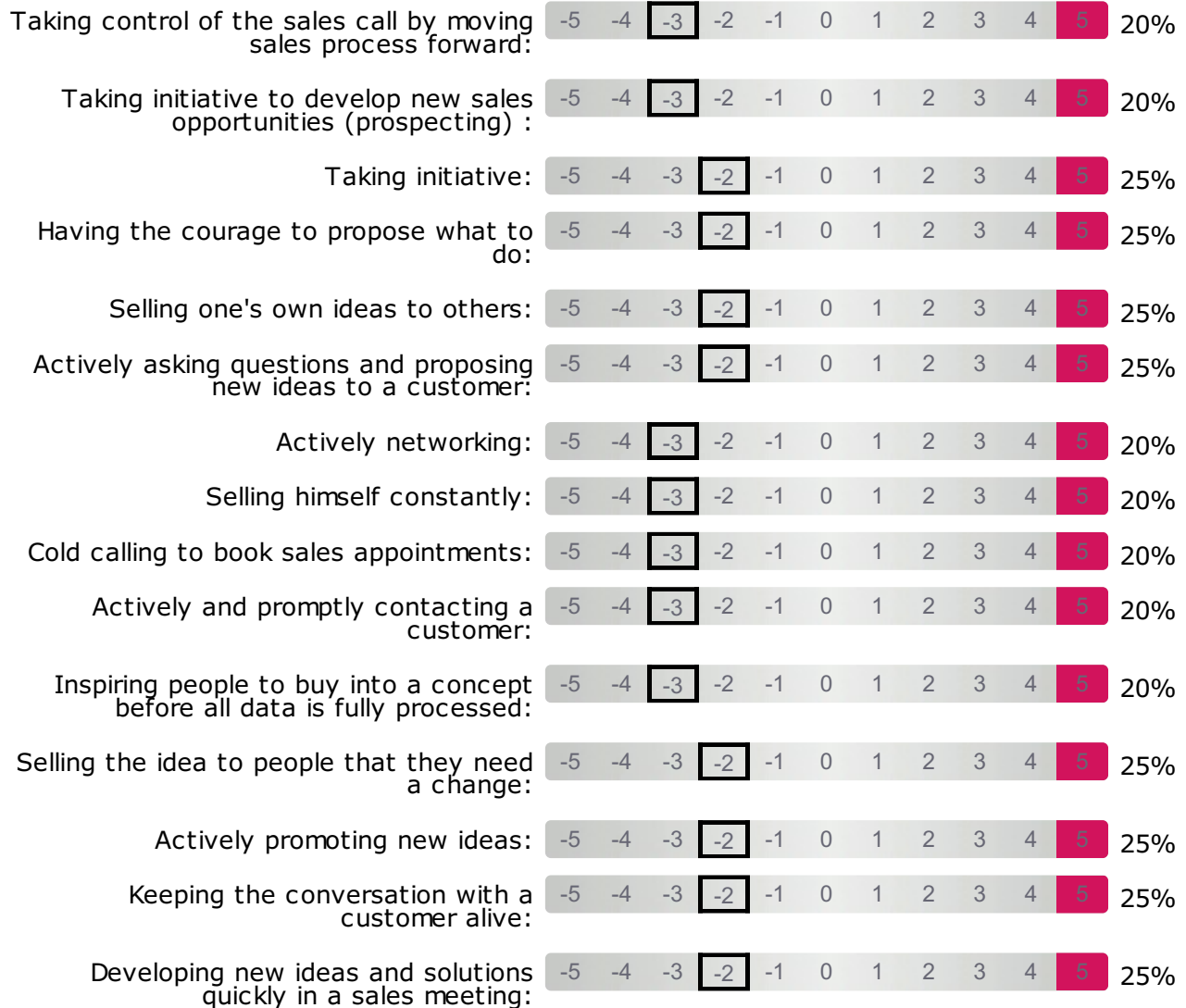
Disclaimer:

FinxS® Sales 18 results should never, and in no circumstances, be used as the sole criterion to make decisions. It is not designed, and cannot be used, to make "yes-no" hiring decisions. One must always consider many other factors, such as skills, attitudes, intelligence, knowledge, education and experience that are not measured by this assessment.



Prospecting

Active searching of new potential, qualified customers to ensure there is always sufficient opportunities to create new business. Among the prospecting activities are cold calling, asking for referrals, cultivating existing cold leads, and networking.



Match Percentage: 23%

□ Person score ■ Expectation

Prospecting score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

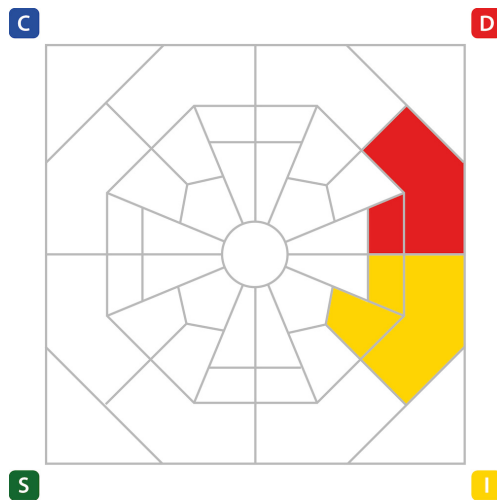
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





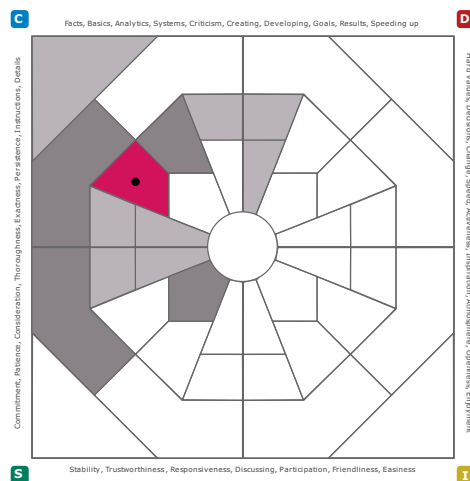
Prospecting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in prospecting are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



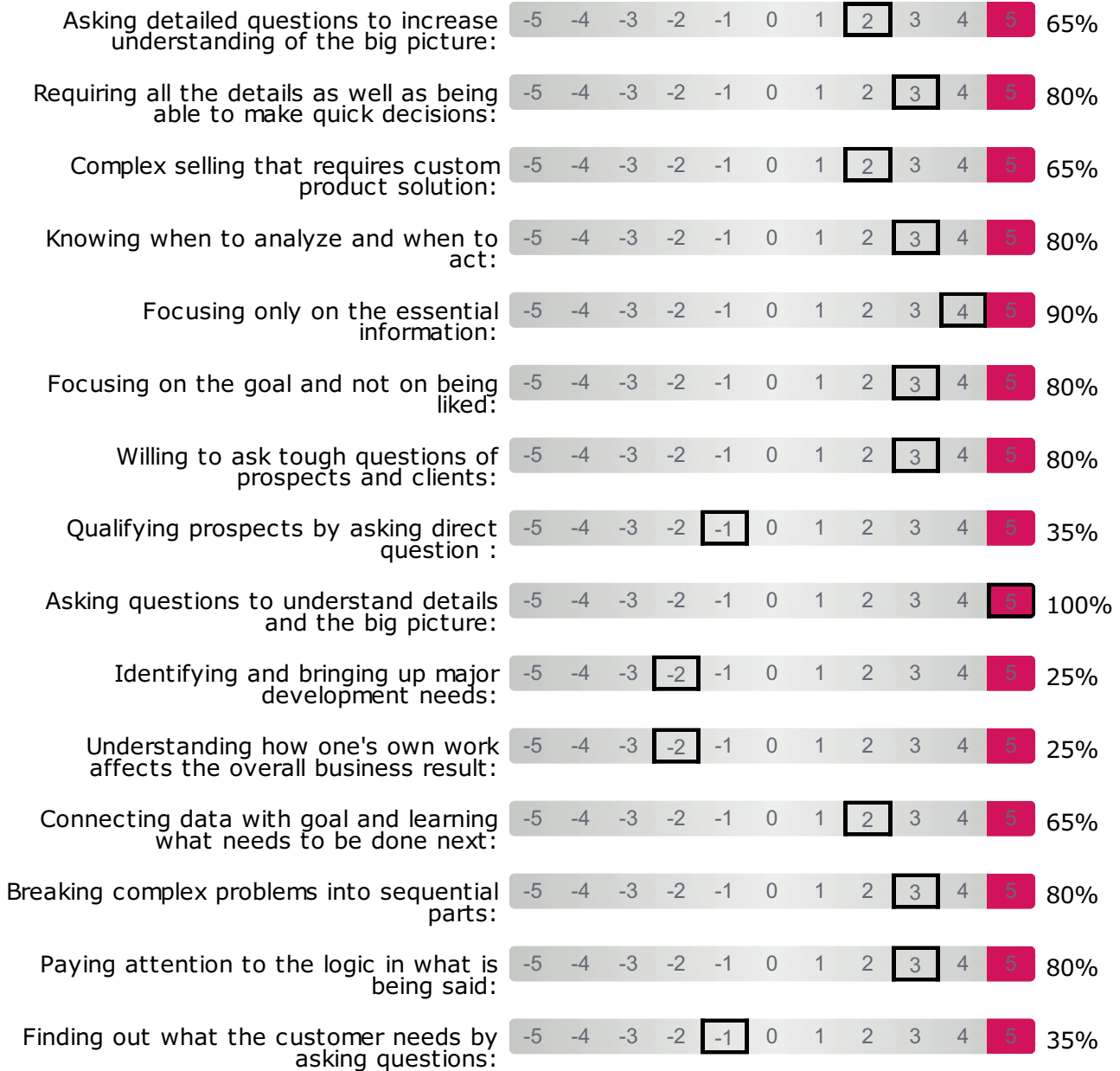
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Prospecting Development Tips" for personalized guidance.



Qualifying

The systematic process of carefully verifying whether or not a prospect is willing and able to buy.



Match Percentage: 66%

Person score Expectation

Qualifying score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

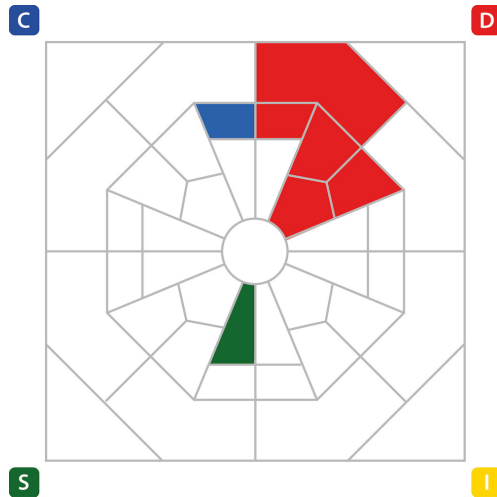
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





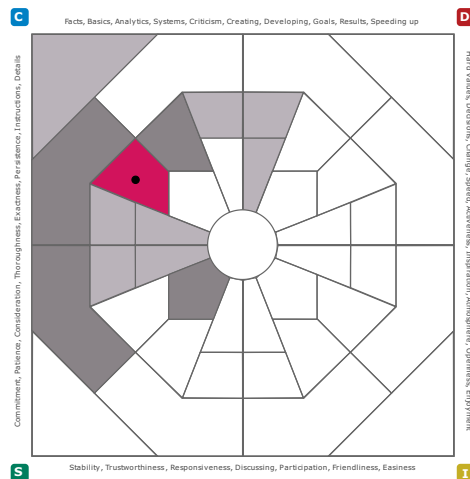
Qualifying - Required Behaviors

Below is the visual representation where the required behaviors to succeed in qualifying are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



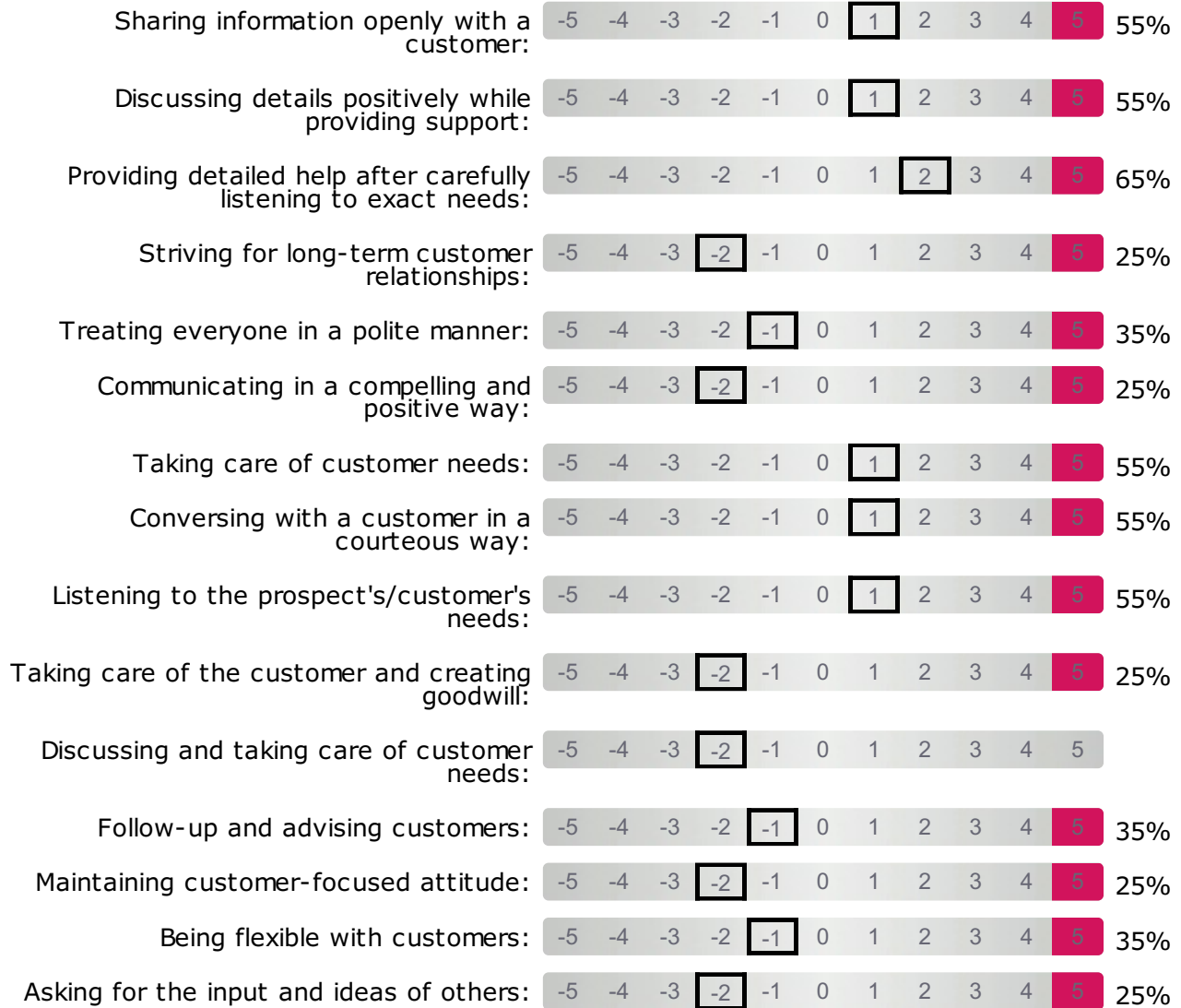
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Qualifying Development Tips" for personalized guidance.



Building rapport

Creating, developing and maintaining an open and trusting atmosphere for honest communication and sharing of information.



Match Percentage: 41%

Person score Expectation

Building rapport score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

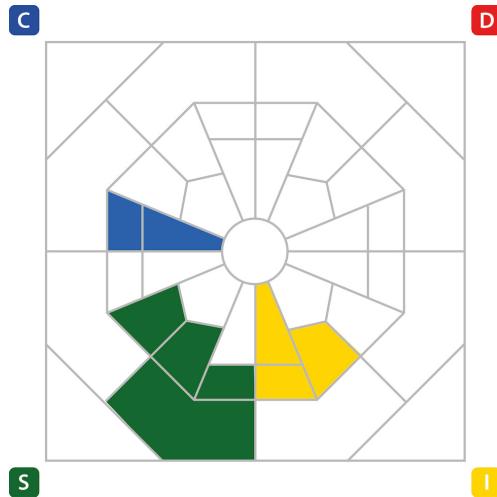
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





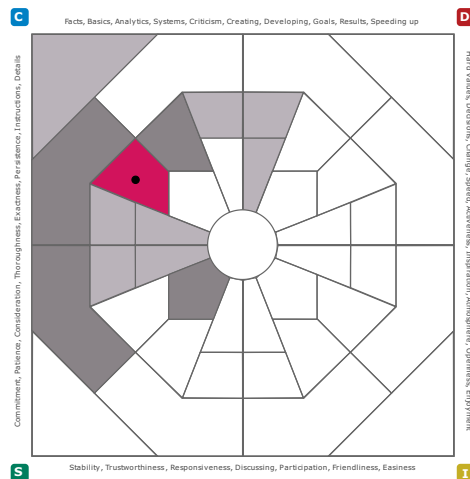
Building Rapport - Required Behaviors

Below is the visual representation where the required behaviors to succeed in building rapport are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



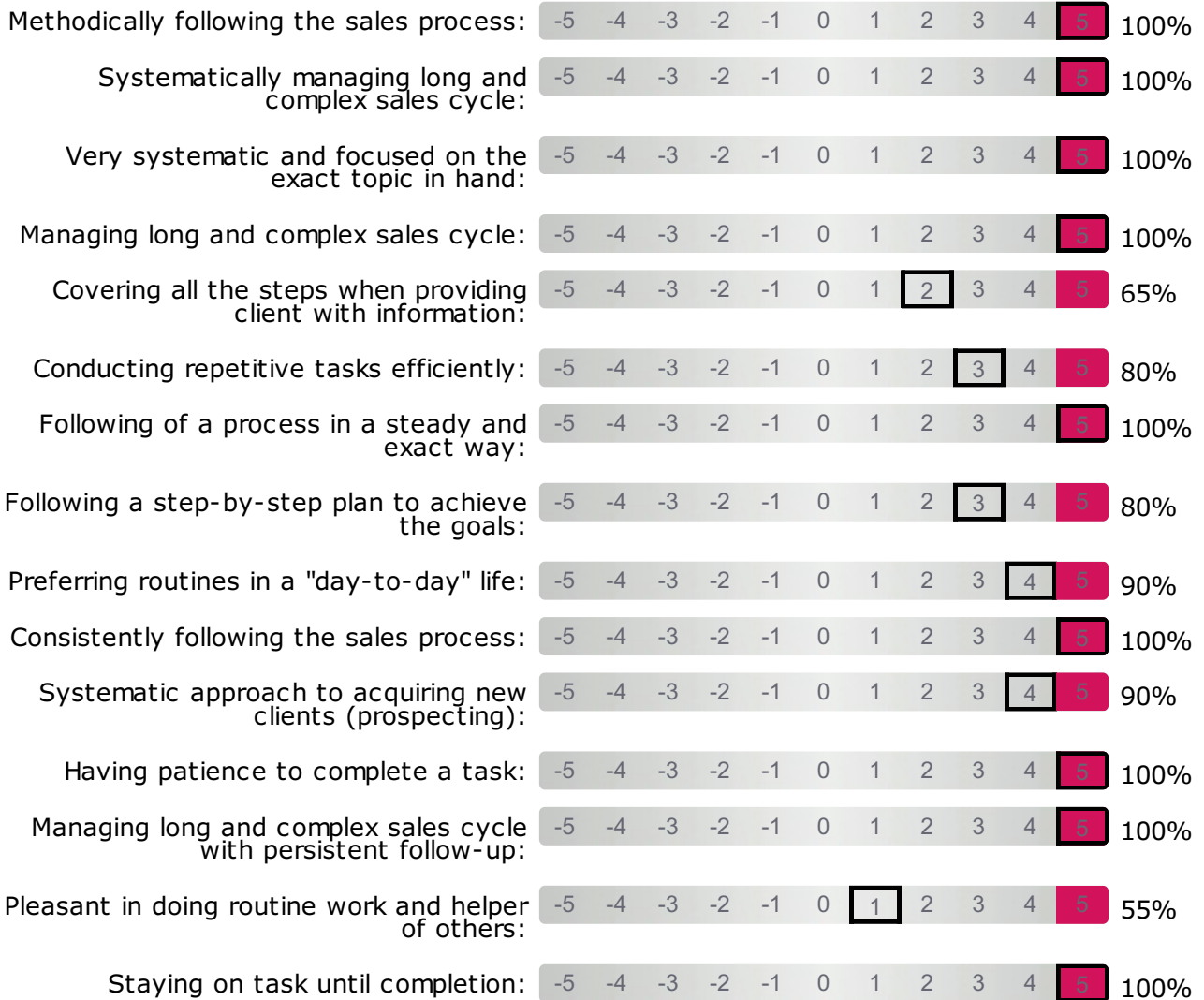
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Building Rapport Development Tips" for personalized guidance.



Process Orientation

Dutiful and diligent following of a systematic sales process to increase the success of the sales efforts.



Match Percentage: 91%

Person score Expectation

Process orientation score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

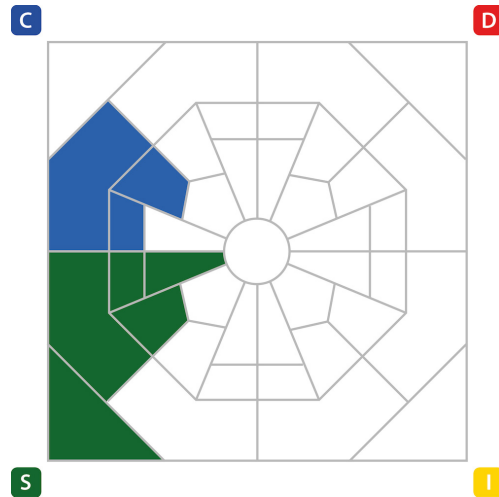
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





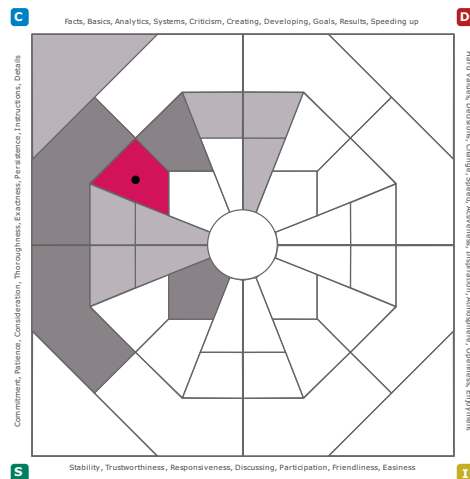
Process Orientation - Required Behaviors

Below is the visual representation where the required behaviors to succeed in process orientation are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



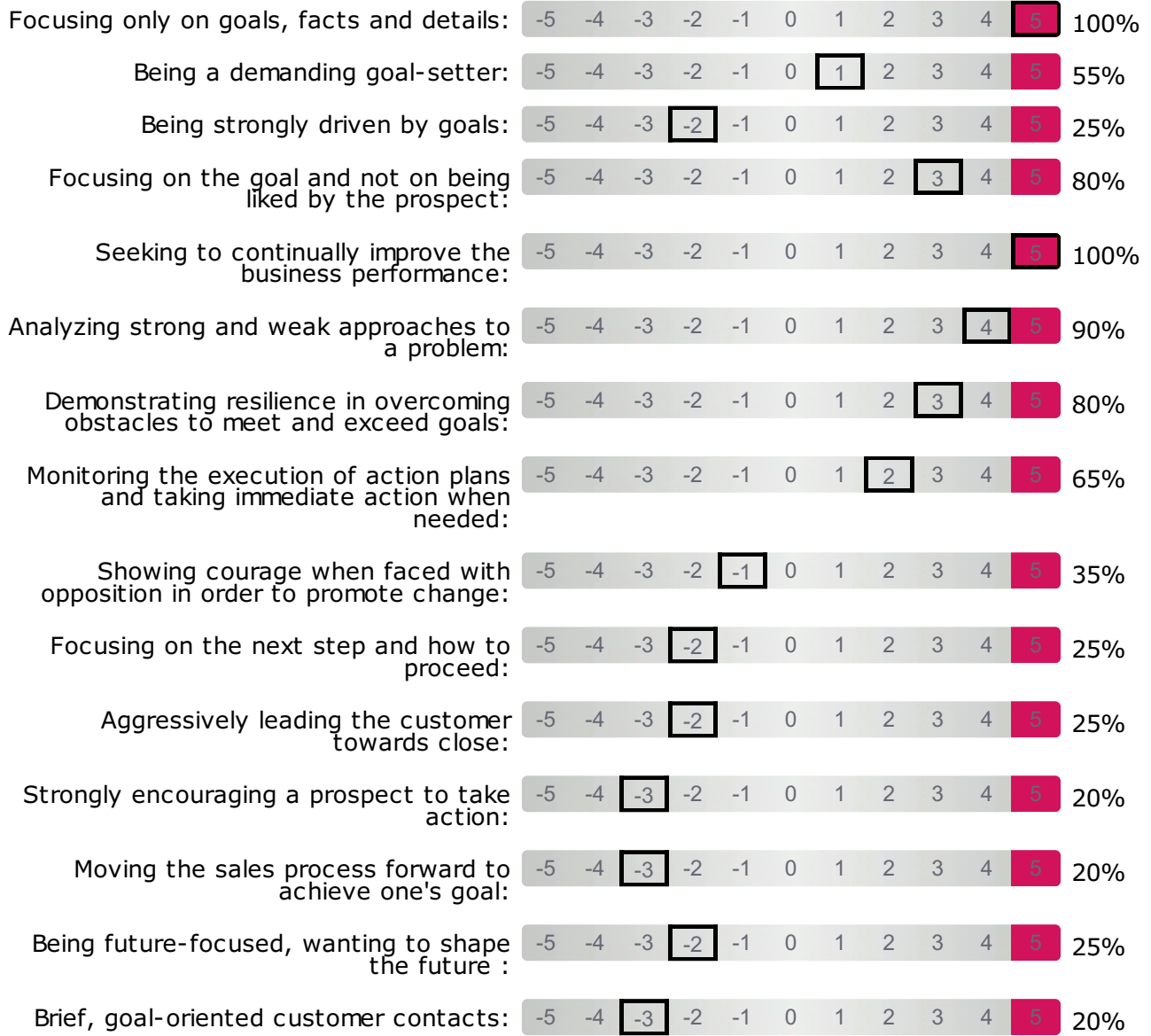
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Process Orientation Development Tips" for personalized guidance.



Goal Orientation

Disposition toward developing and demonstrating ability to achieve higher levels of performance and success.



Match Percentage: 51%

Person score Expectation

Goal orientation score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

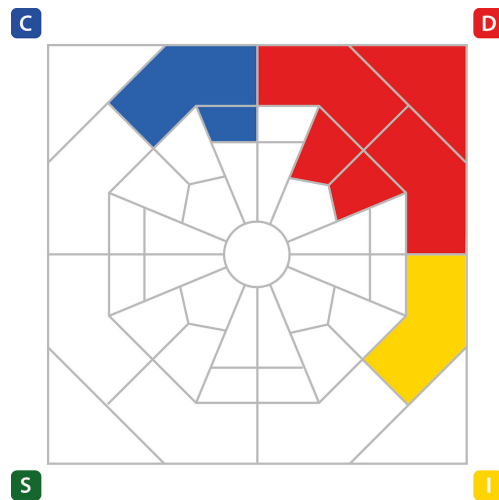
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





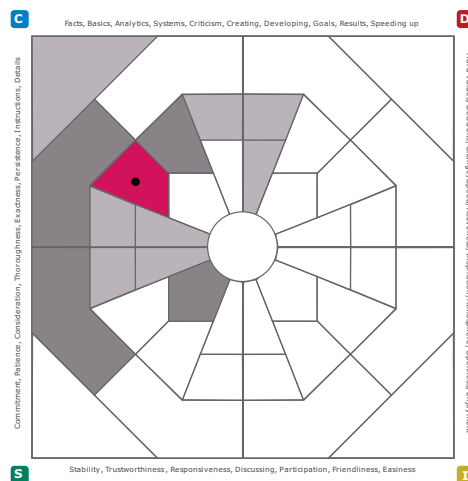
Goal Orientation - Required Behaviors

Below is the visual representation where the required behaviors to succeed in goal orientation are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



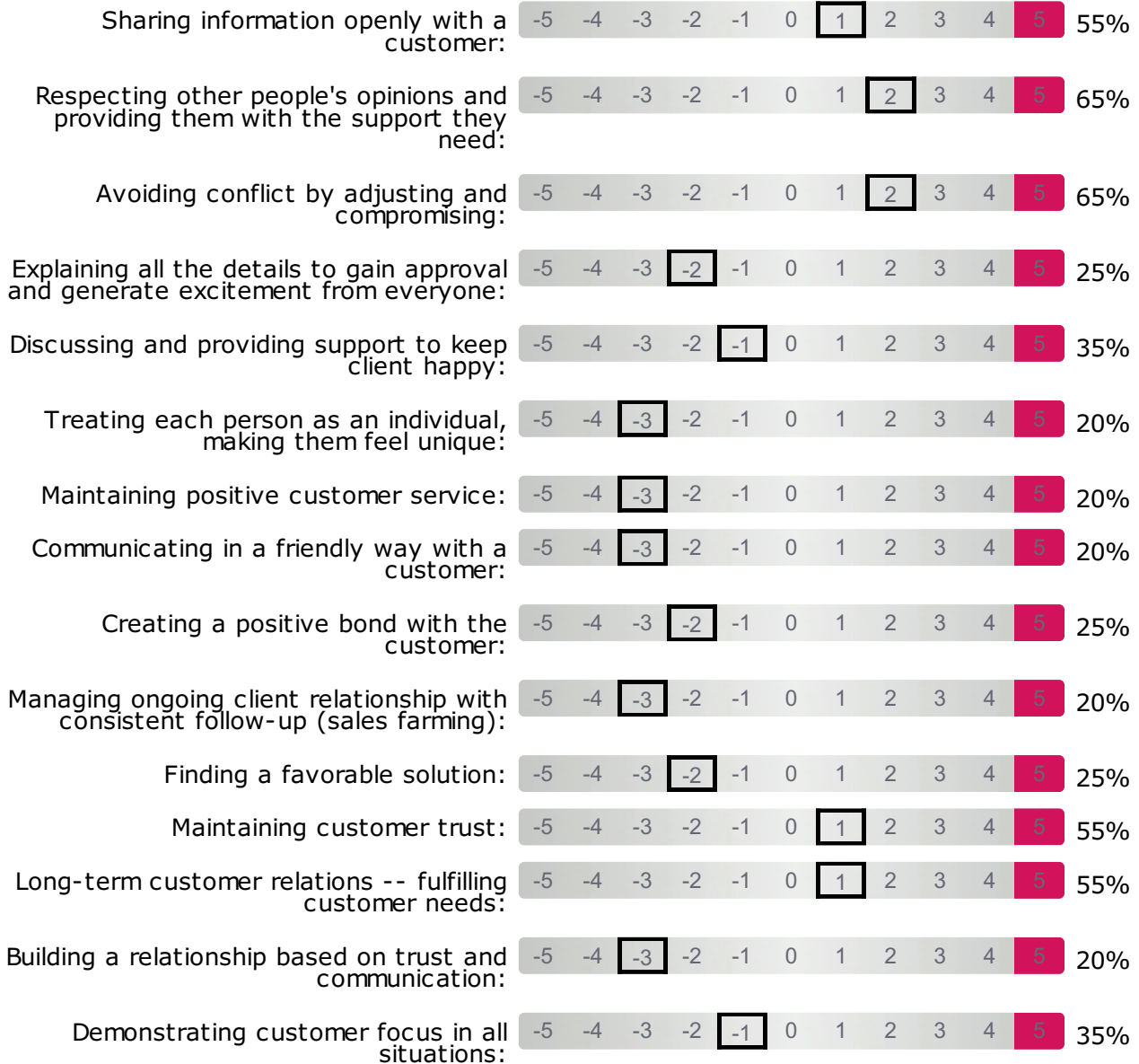
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Goal Orientation Development Tips" for personalized guidance.



Need for approval

Need to be liked and accepted by other people in order to feel good about oneself. When individual has a need for approval, they tend to value the beliefs, opinions and needs of others above their own.



Match Percentage: 36%

Person score Expectation

Need for approval score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

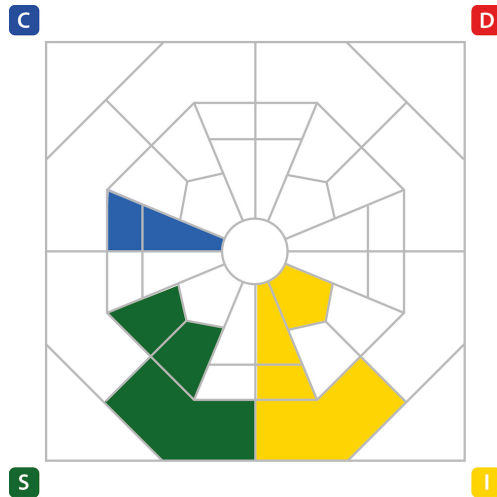
Interpretation: Negative percentage indicates that your current need for approval is lower than your natural style indicates. Positive percentage indicates that your need for approval is higher than your natural style indicates.





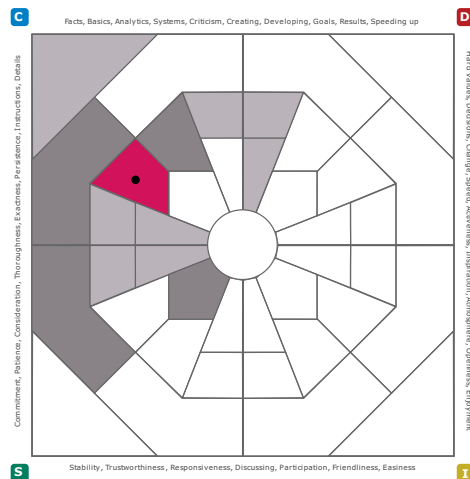
Need for Approval - Required Behaviors

Below is the visual representation where the required behaviors to succeed in need for approval are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



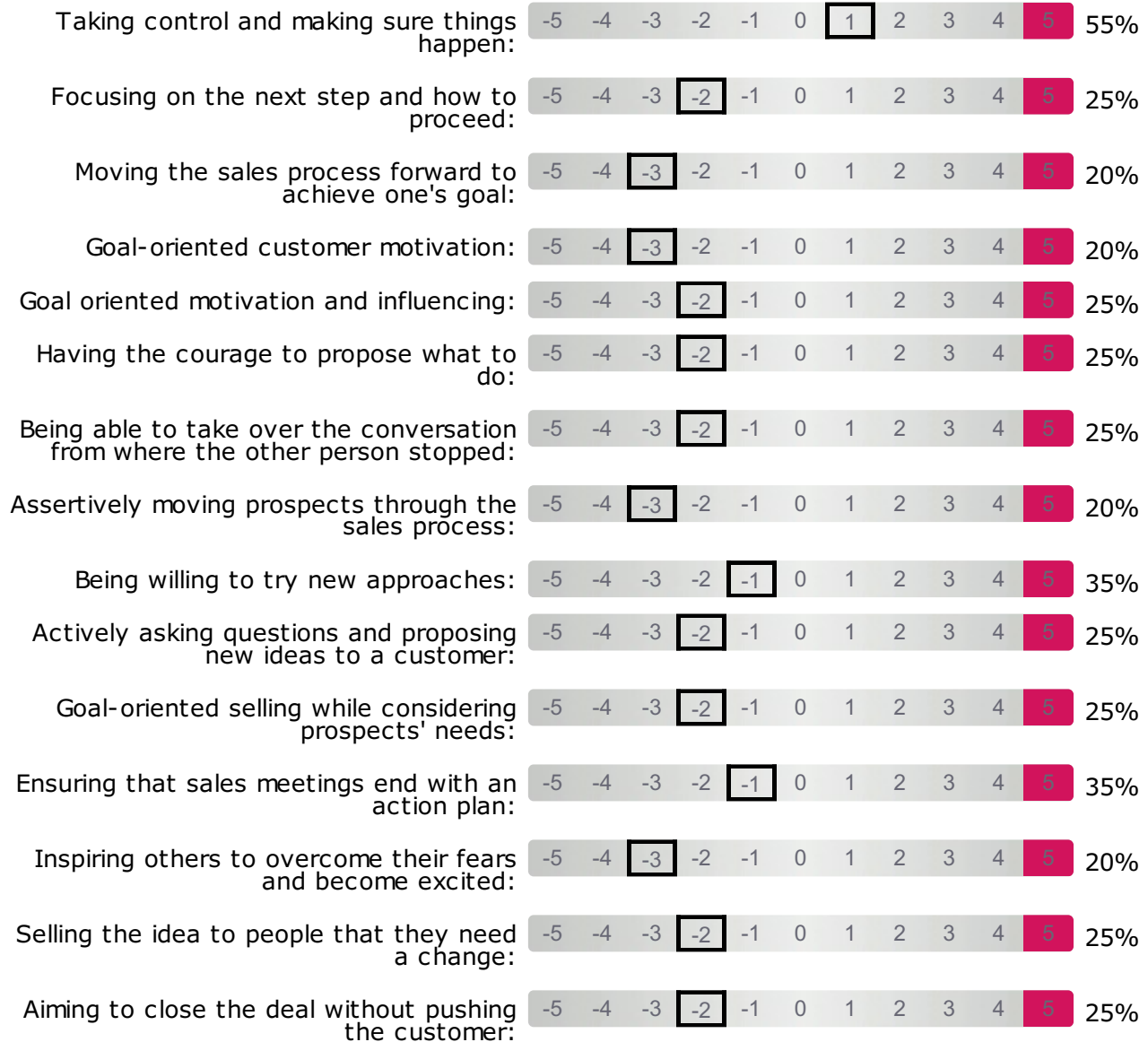
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Need for Approval Development Tips" for personalized guidance.



Controlling the sales call/process

Actively taking charge of every step of the sales process by clearly defining and agreeing upon all the steps and possible outcomes with the prospect. The purpose is to help guide the prospect toward a decision.



Match Percentage: 27%

□ Person score ■ Expectation

Controlling the sales call/process score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

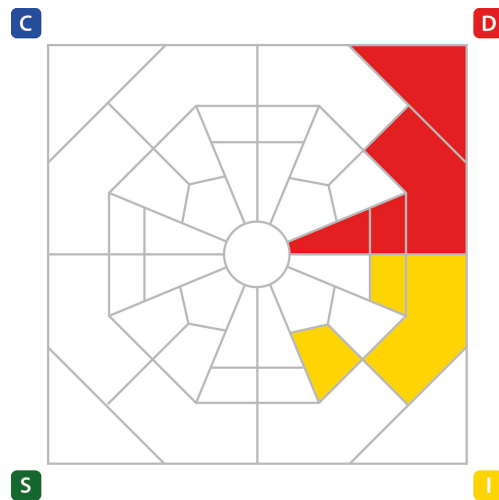
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





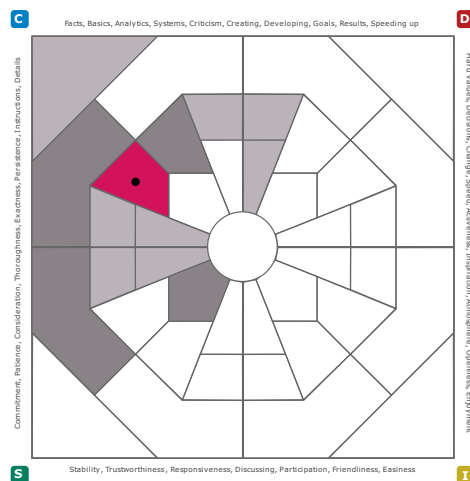
Controlling the Sales Call/Process - Required Behaviors

Below is the visual representation where the required behaviors to succeed in controlling the sales call/process are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



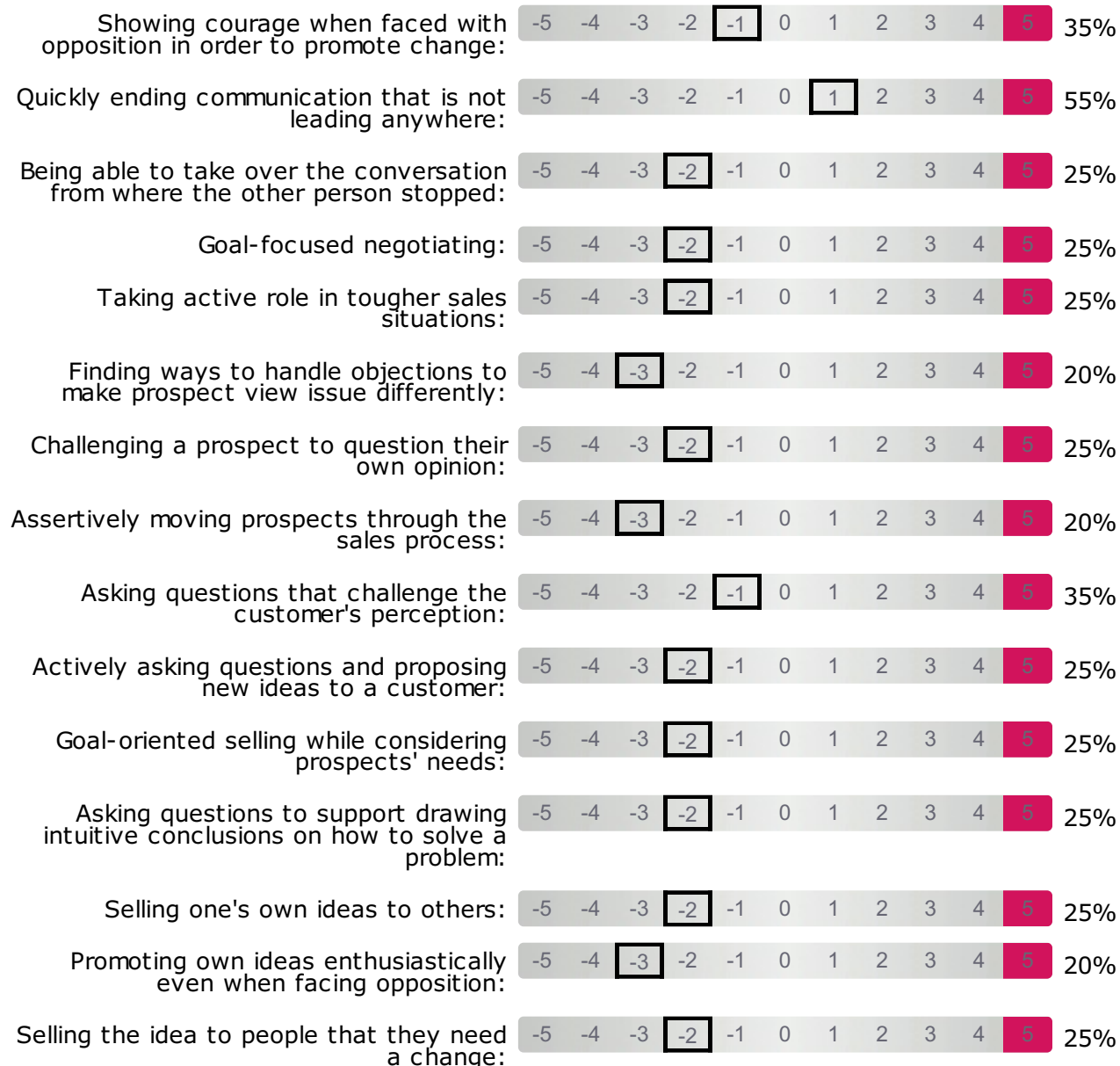
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Controlling the Sales Call/Process Development Tips" for personalized guidance.



Handling stalls and objections

Dealing effectively with statements or questions raised by prospects that imply an unwillingness to buy at the present time.



Match Percentage: 27%

Person score Expectation

Handling stalls and objections score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

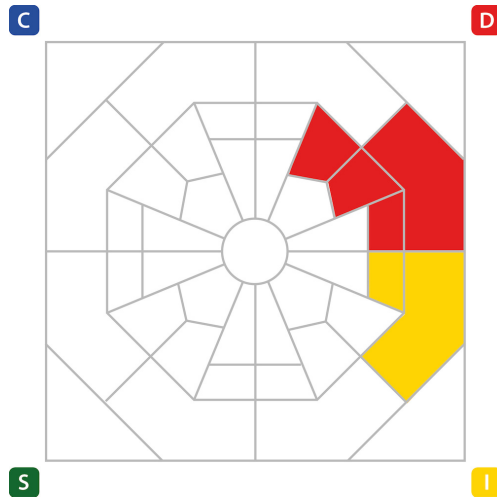
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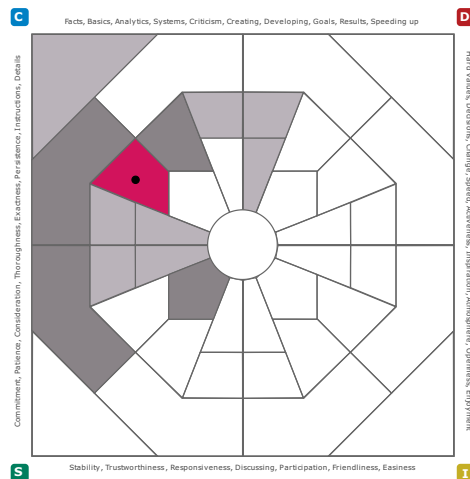
Handling Stalls and Objections - Required Behaviors

Below is the visual representation where the required behaviors to succeed in handling stalls and objections are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



Next step:

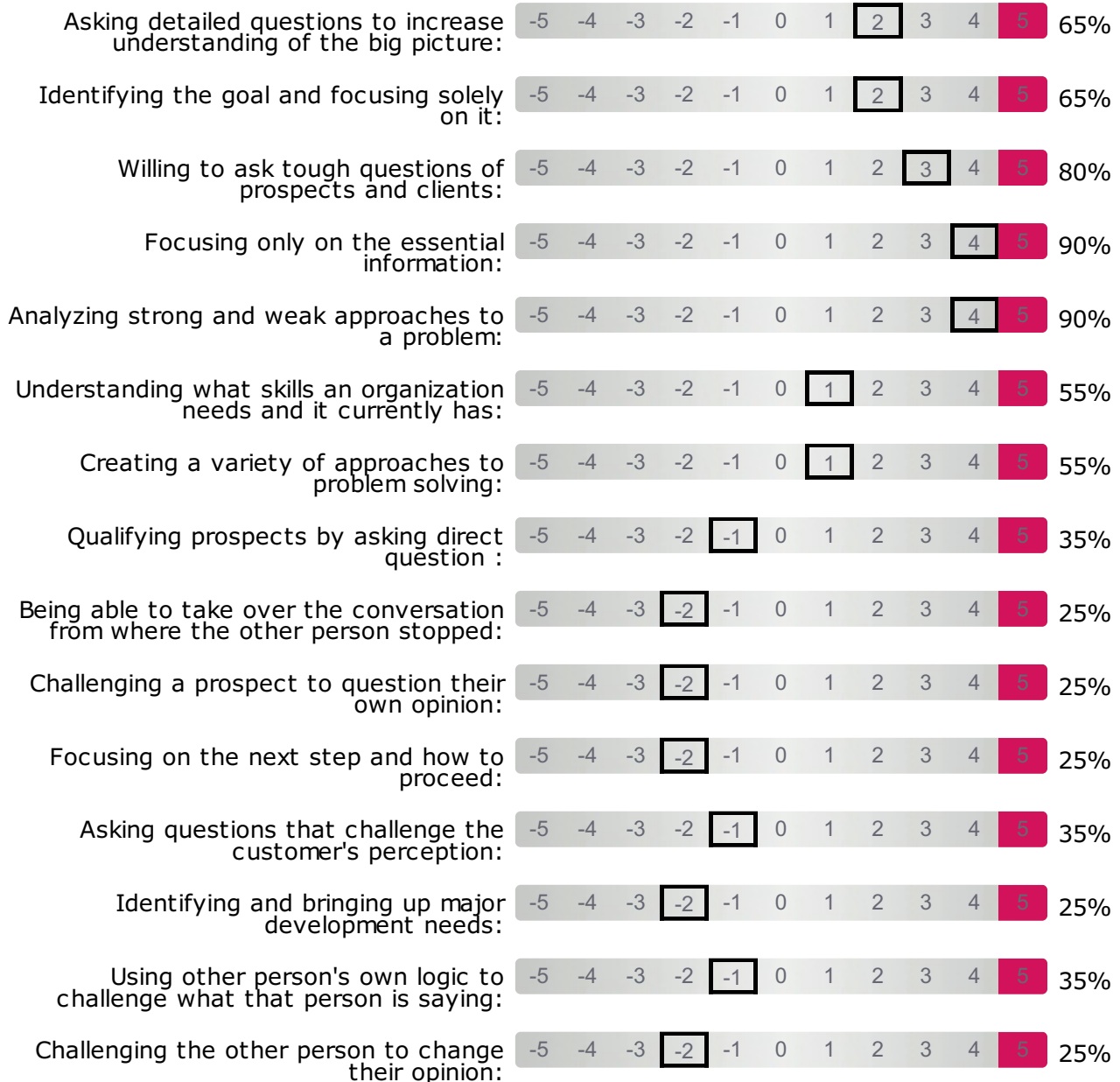
Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Handling Stalls and Objections Development Tips" for personalized guidance.





Questioning effectiveness

A structured and effective way of using well thought-out questions to reveal the prospect’s true issues and challenges. Questions are used not only to help the prospect to share important and necessary information to discover if the solution can solve their problem, but also aid them in self-discovering previously unidentified issues.



Match Percentage: 49%

Person score Expectation

Questioning effectiveness score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

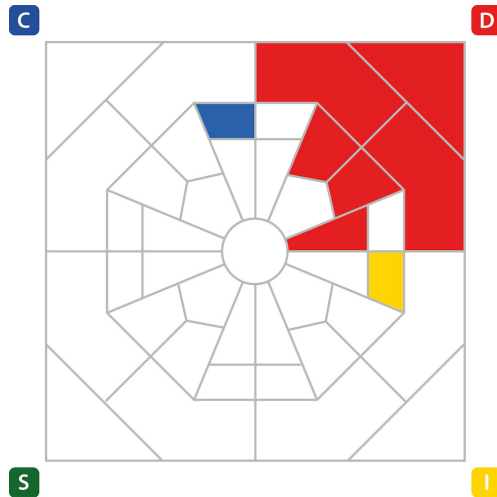
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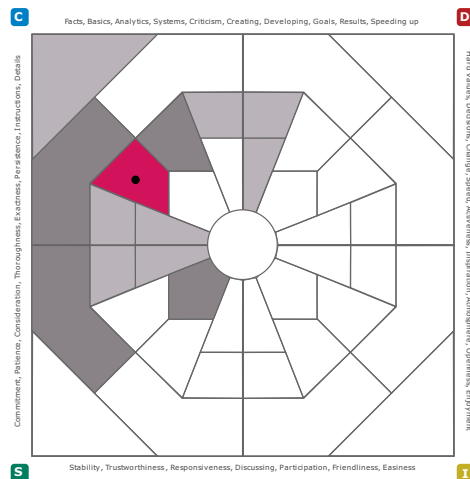
Questioning Effectiveness - Required Behaviors

Below is the visual representation where the required behaviors to succeed in questioning effectiveness are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



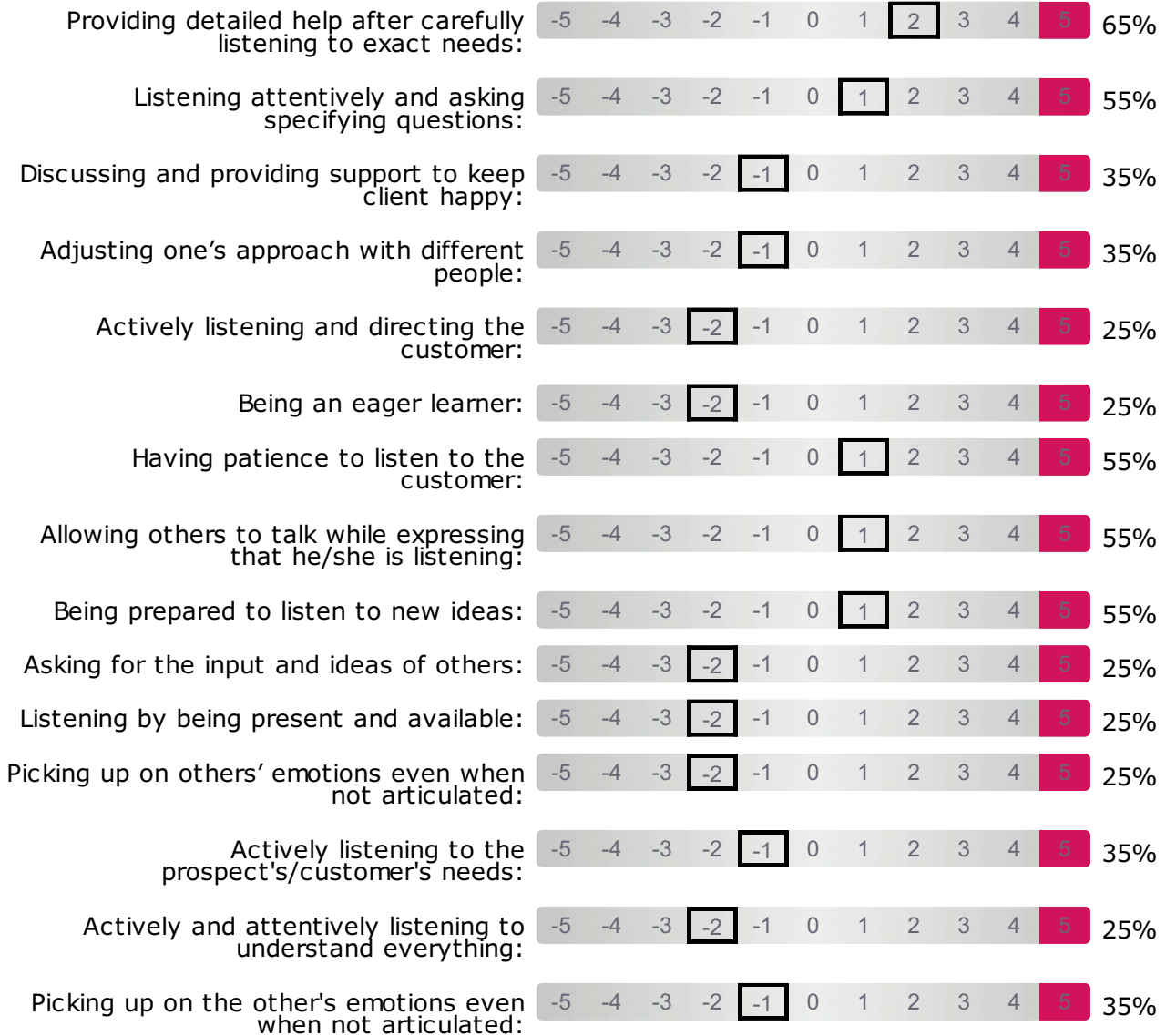
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Questioning Effectiveness Development Tips" for personalized guidance.



Active listening (Not talking too much)

Actively hearing and explicitly attempting to comprehend the meaning of the prospect's communication.



Match Percentage: 38%

□ Person score ■ Expectation

Active listening score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

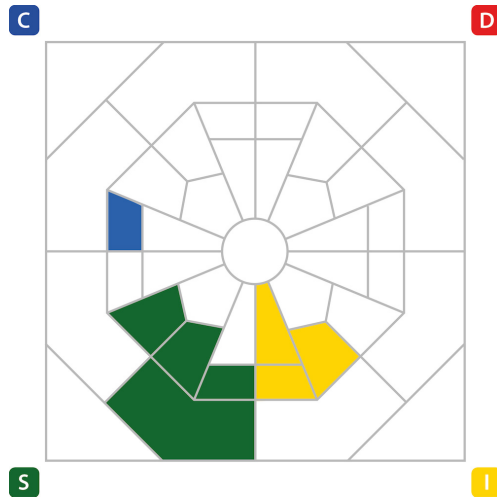
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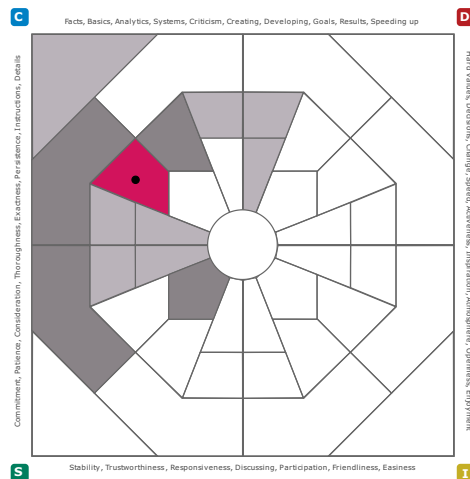
Active Listening - Required Behaviors

Below is the visual representation where the required behaviors to succeed in active listening are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



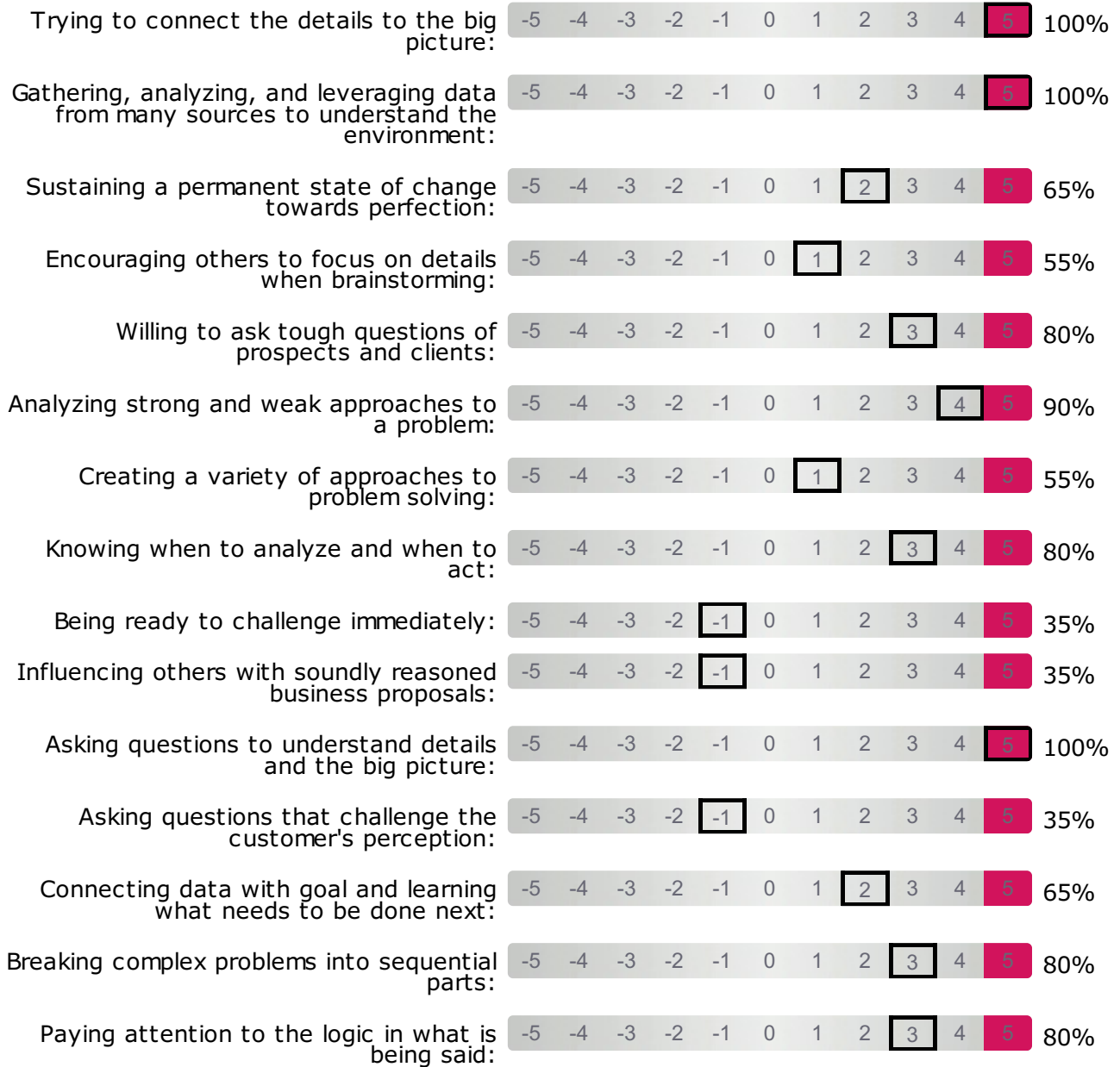
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Active Listening Development Tips" for personalized guidance.



Critical thinking (Connect prospect's pain to solutions)

The mental process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and evaluating information to discover if there is connection between the prospect's challenges and the sales professional's solution.



Match Percentage: 70%

Person score Expectation

Critical thinking score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

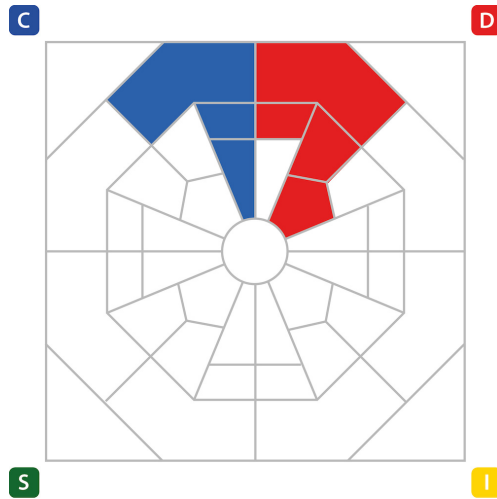
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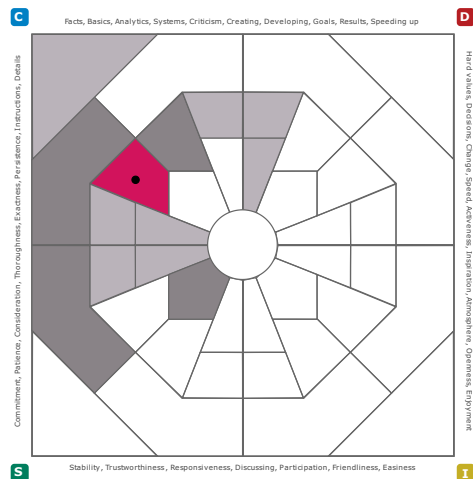
Critical Thinking - Required Behaviors

Below is the visual representation where the required behaviors to succeed in critical thinking are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



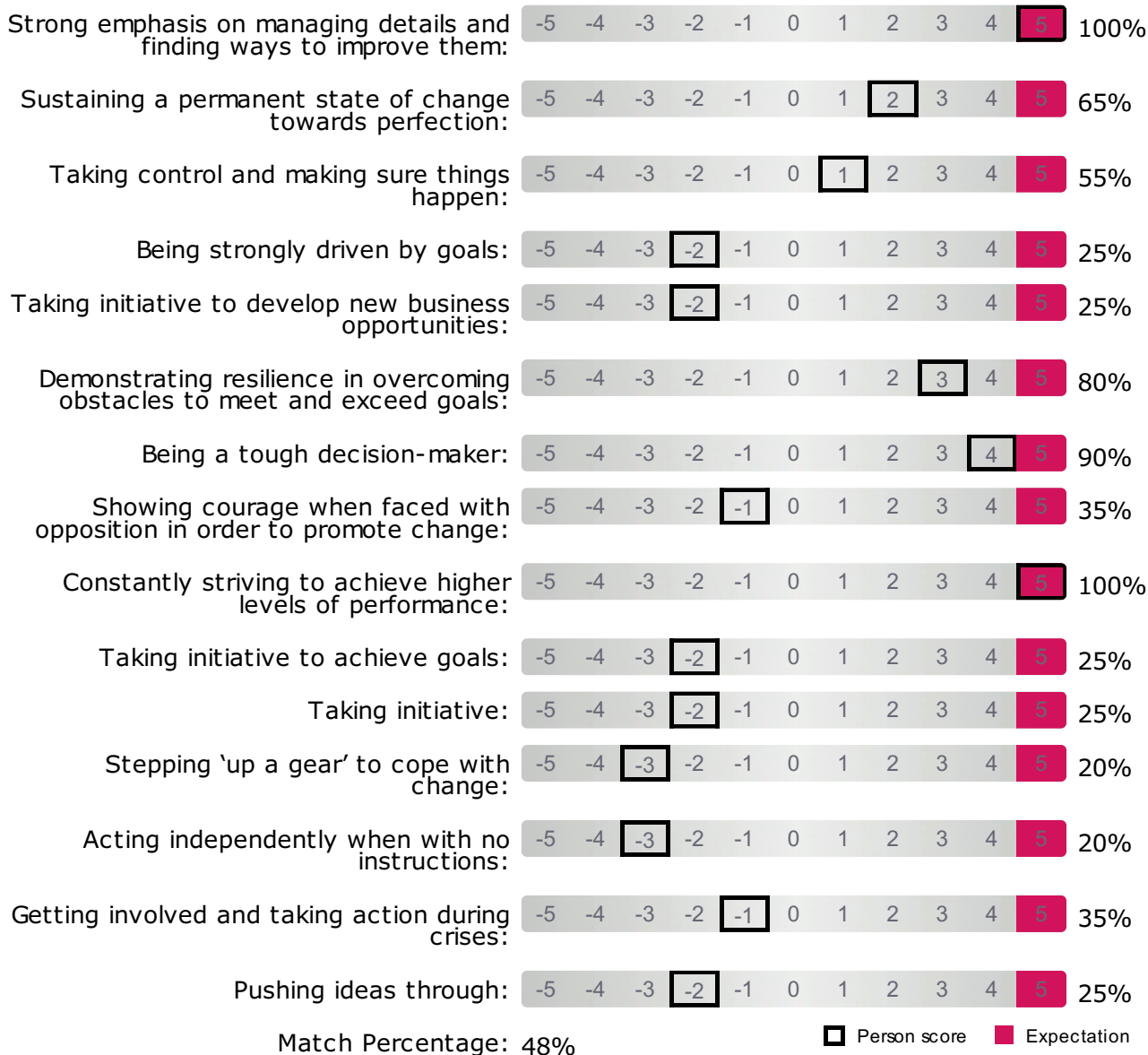
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Critical Thinking Development Tips" for personalized guidance.



Ambition and initiative (Not waiting for things to happen, not stuck in comfort zone)

The aspiration to achieve something, or to succeed, accompanied with motivation, determination and an internal drive to continually perform at a higher level.



Ambition and initiative score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

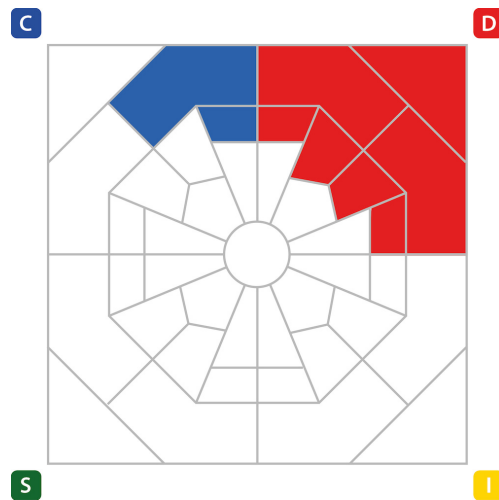
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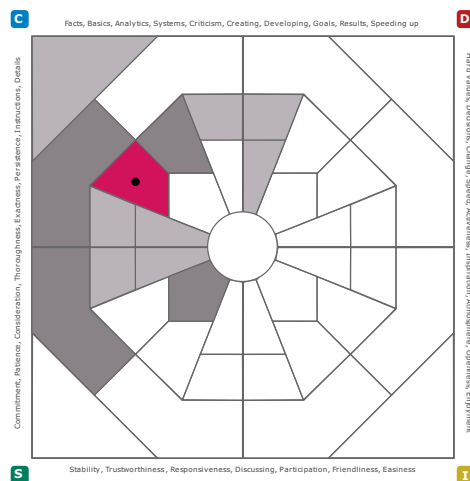
Ambition and Initiative - Required Behaviors

Below is the visual representation where the required behaviors to succeed in ambition and initiative are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



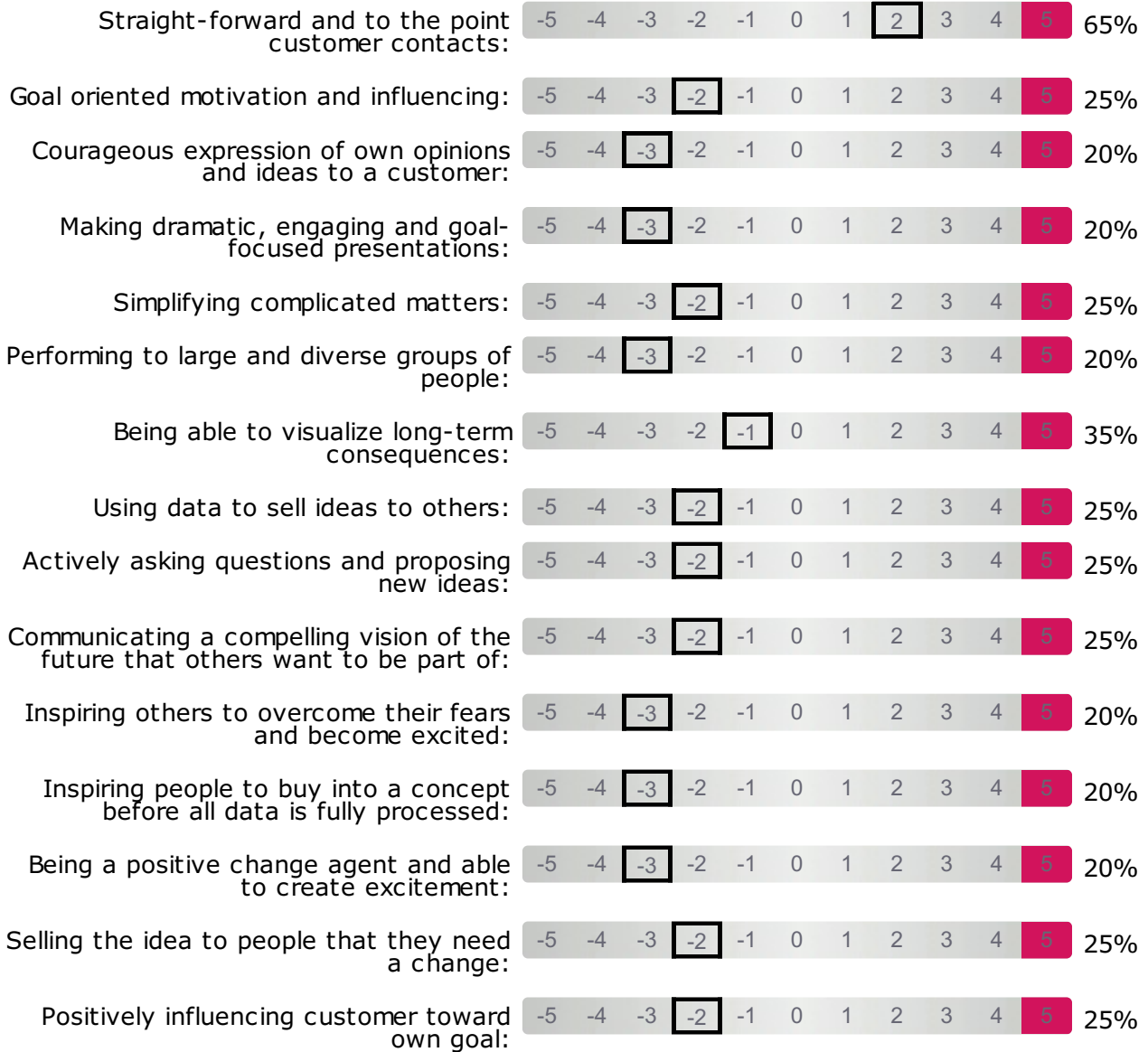
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Ambition and Initiative Development Tips" for personalized guidance.



Presenting (Fulfillment)

The act of skillfully and compellingly communicating the proposed solution’s effectiveness in solving the prospect’s issues.



Match Percentage: 26%

□ Person score ■ Expectation

Presenting score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

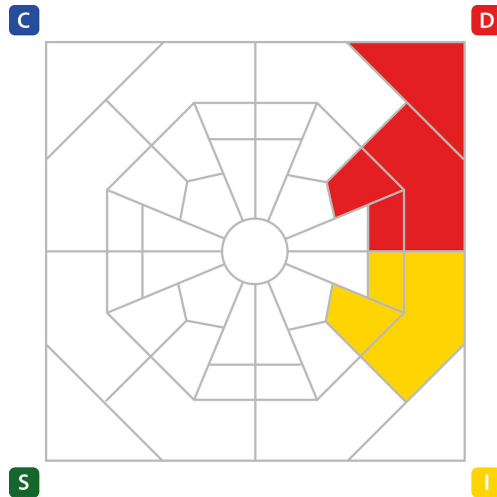
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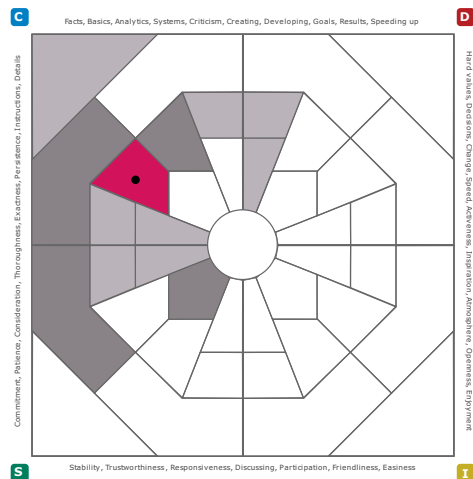
Presenting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in presenting are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



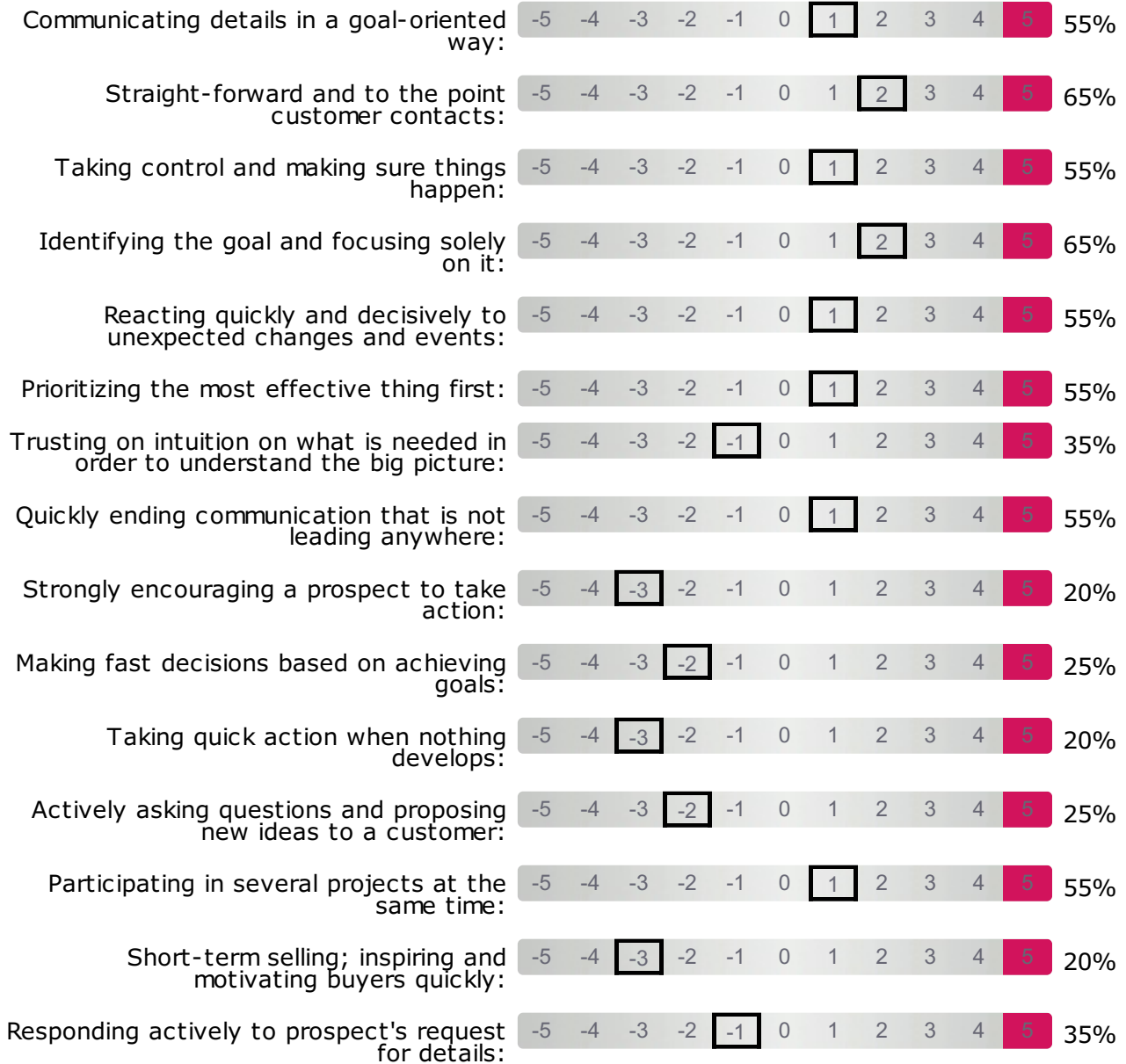
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Presenting Development Tips" for personalized guidance.



Time Management

The ability to use one's time effectively or productively, especially at work. It is the process of organizing and planning how to productively divide time between specific sales activities.



Match Percentage: 43%

Person score Expectation

Time management score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

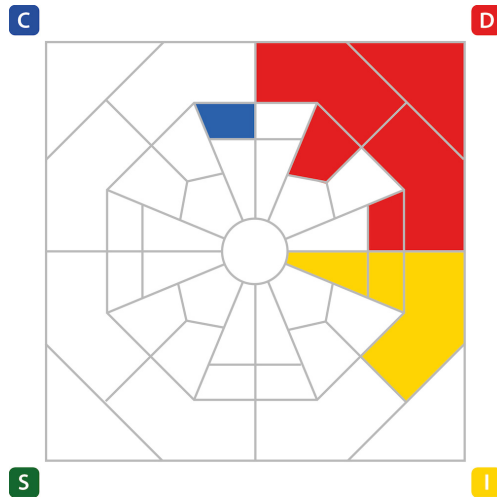
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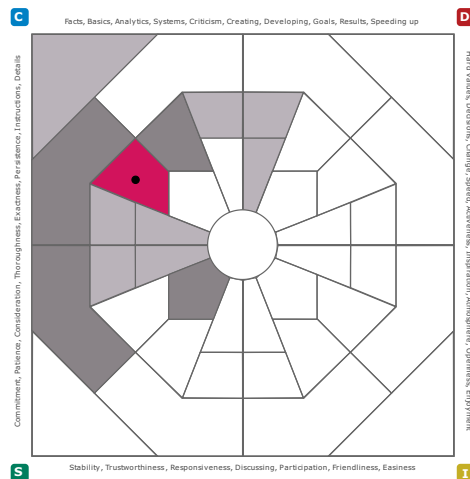
Time Management - Required Behaviors

Below is the visual representation where the required behaviors to succeed in time management are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



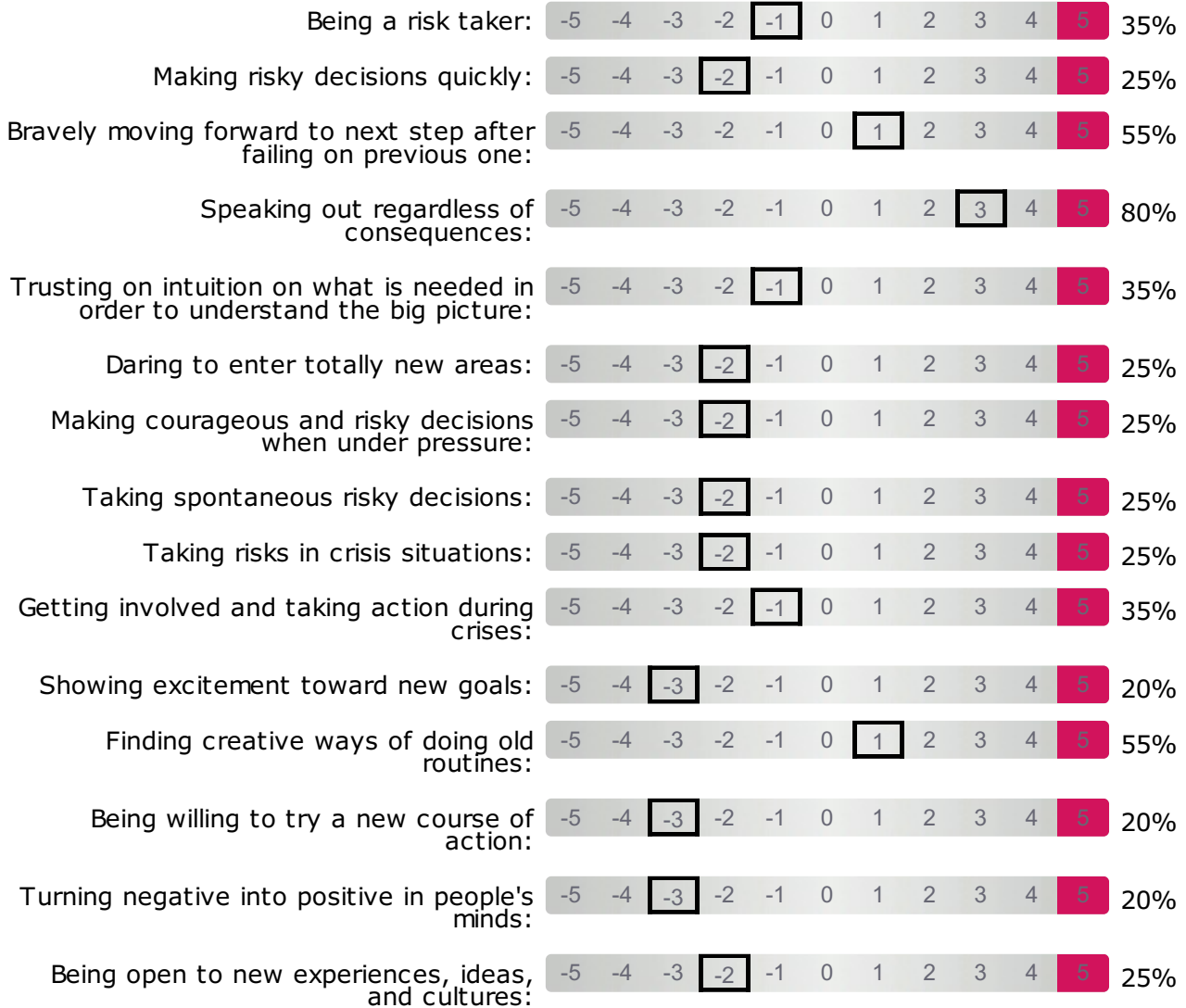
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Time Management Development Tips" for personalized guidance.



Dealing with failure

The ability to recover from setbacks and losses while gaining resiliency and ability to better deal with adversity.



Match Percentage: 34%

Person score Expectation

Dealing with failure score from FinxS® Sales Competence Assessment: _____

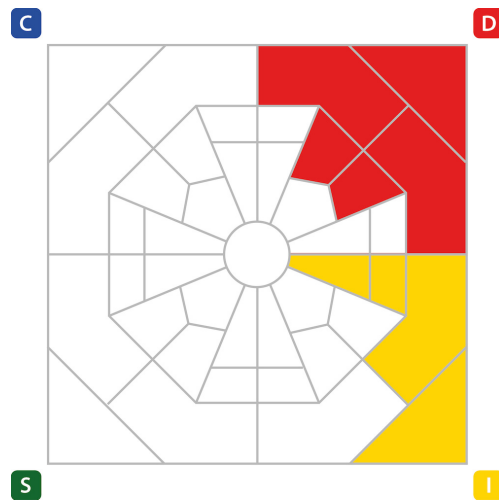
FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.



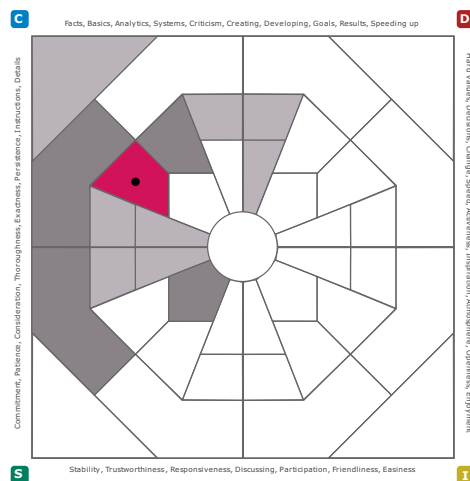
Dealing with Failure - Required Behaviors

Below is the visual representation where the required behaviors to succeed in dealing with failure are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



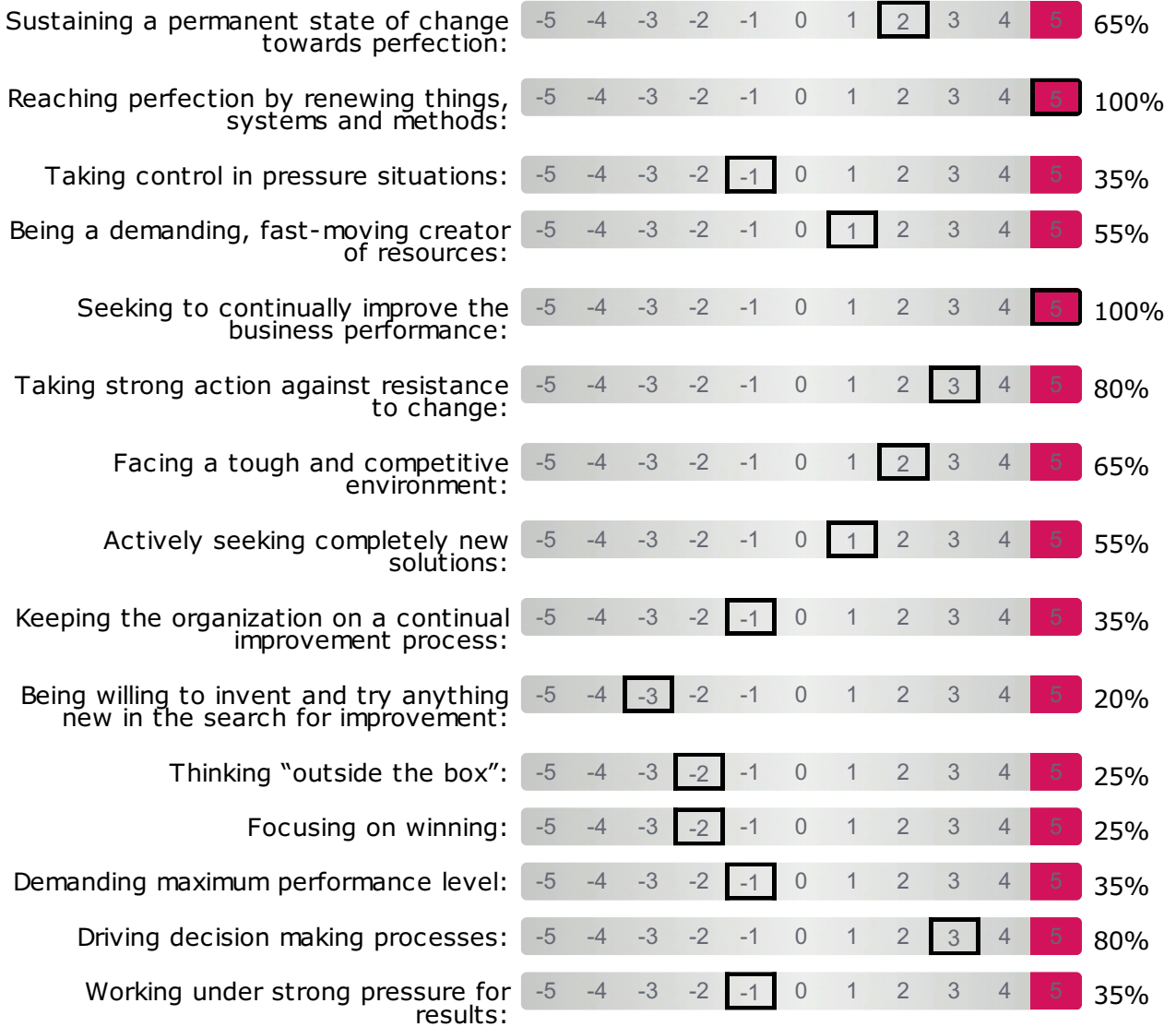
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Dealing with Failure Development Tips" for personalized guidance.



Competitiveness

Having a strong desire to be better and be more successful than others. Consistently striving to improve the level of performance to win.



Match Percentage: 54%

□ Person score ■ Expectation

Competitiveness score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

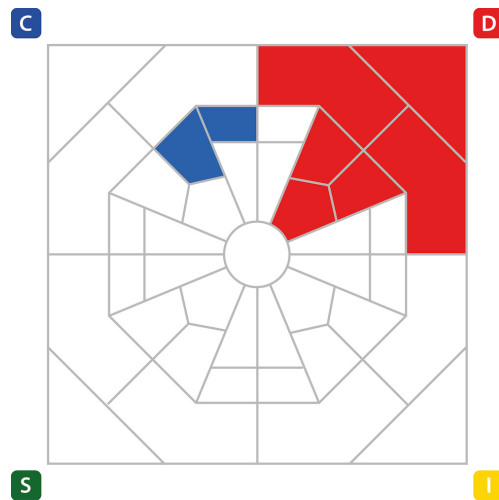
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





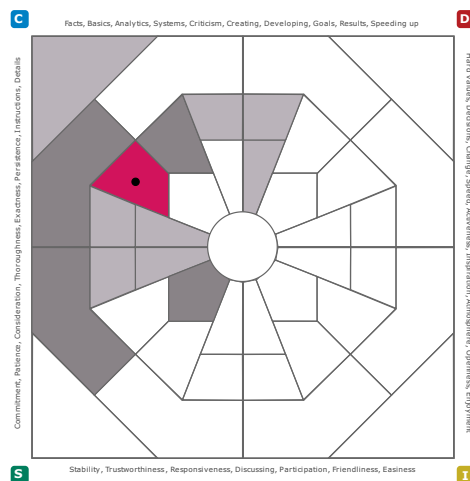
Competitiveness - Required Behaviors

Below is the visual representation where the required behaviors to competitiveness are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



Next step:

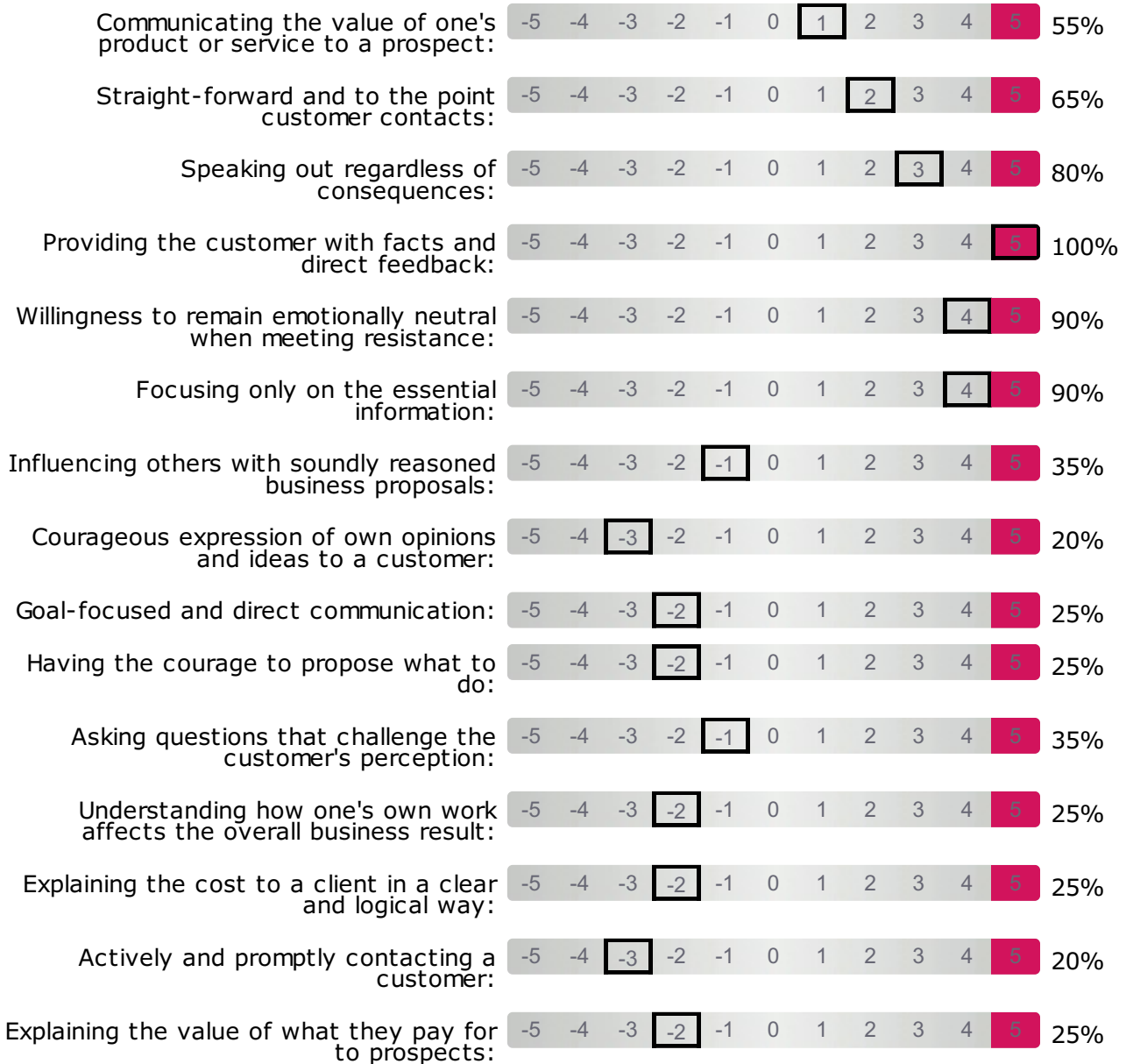
Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Competitiveness Development Tips" for personalized guidance.





Money Concept

Positive and negative views and beliefs that a person holds about the value, importance and availability of money.



Match Percentage: 48%

Person score Expectation

Money concept score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

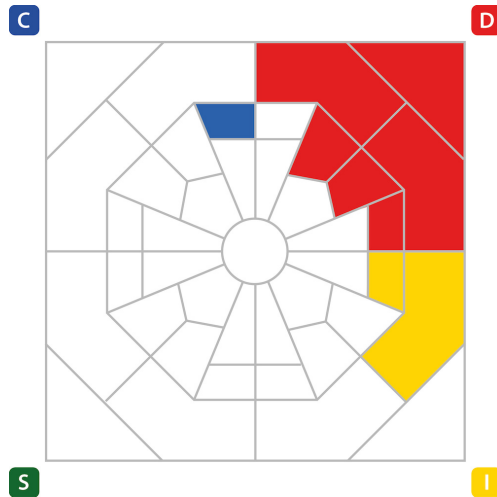
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





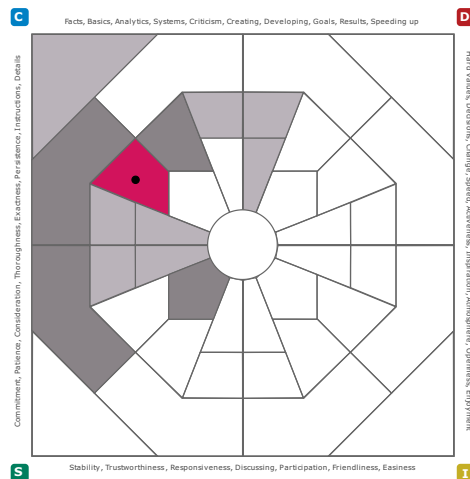
Money Concept - Required Behaviors

Below is the visual representation where the required behaviors to money concept are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



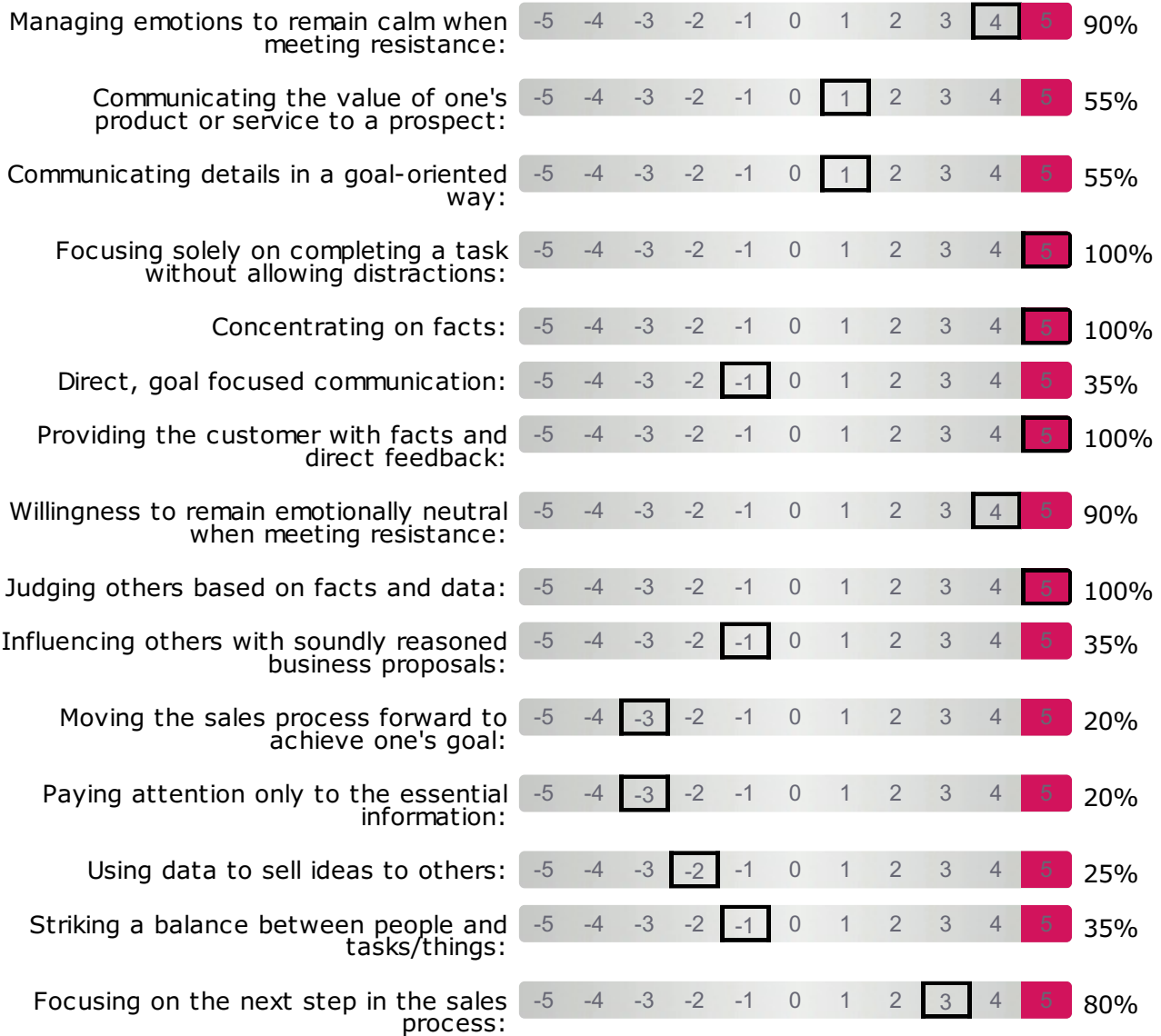
Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Money Concept Development Tips" for personalized guidance.



Emotional Detachment

The ability to avoid getting engaged in the sales process with one’s own or the prospect’s emotions. It shields the sales professional from reacting emotionally instead of objectively and rationally.



Match Percentage: 63%

□ Person score ■ Expectation

Emotional detachment score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

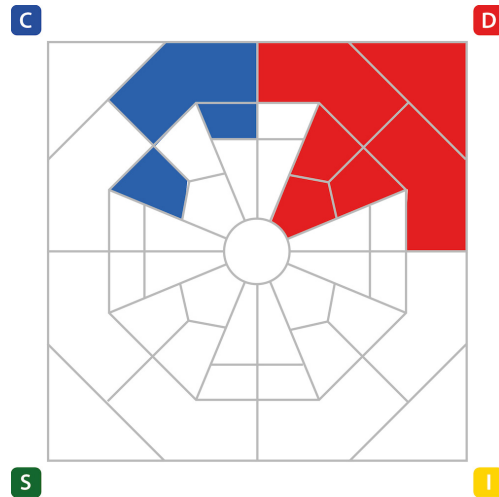
Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.





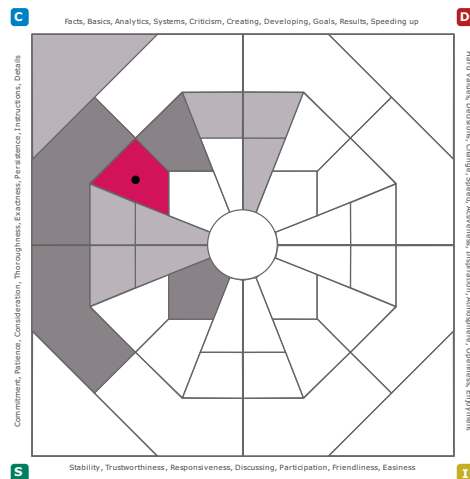
Emotional Detachment - Required Behaviors

Below is the visual representation where the required behaviors to emotional detachment are located on the DISC Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioral comfort area is located on the DISC Diamond model. Compare to the required behaviors above.



Next step:

Work with your Sales Coach to create your Road Map to Success. For help in the process, review your FinxS® Sales Assessment "Emotional Detachment Development Tips" for personalized guidance.