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





Henry Hunter

Organization: Date:

ACME, Inc. 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.





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Creating Your Road Map to Success with FinxS $\! ^{ ll }$ Sales 18 and FinxS $\! ^{ ll }$ 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.



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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.

Taking control of the sales call by moving sales process forward:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Taking initiative to develop new sales opportunities (prospecting) :	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Taking initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Selling one's own ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively networking:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Selling himself constantly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Cold calling to book sales appointments:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Actively and promptly contacting a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Inspiring people to buy into a concept before all data is fully processed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively promoting new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Keeping the conversation with a customer alive:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Developing new ideas and solutions quickly in a sales meeting:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	23%						☐ P	erson	score		Expe	ctation
Prospecting score from FinxS® Sales Comp	eter	nce	Asse	essm	ent:							
FinxS® Sales Competence Assessment Sco	ore n	ninu	s Ma	tch	Perc	ent	age	abov	/e =	+/-	·	%

Interpretation: Positive percentage indicates you are performing better than your natural

style predicts. Negative percentage indicates you are not using your full potential.



Henry Hunter

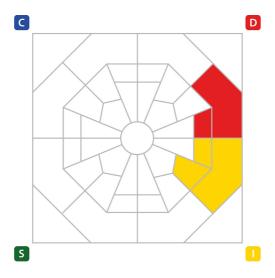
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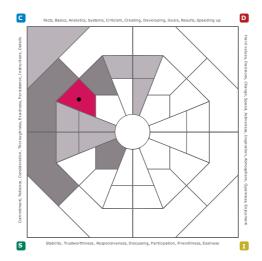
Prospecting - Required Behaviors

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.



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Qualifying

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

Asking detailed questions to increase understanding of the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Requiring all the details as well as being able to make quick decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Complex selling that requires custom product solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Knowing when to analyze and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Focusing on the goal and not on being liked:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Qualifying prospects by asking direct question :	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Asking questions to understand details and the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Identifying and bringing up major development needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Connecting data with goal and learning what needs to be done next:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Breaking complex problems into sequential parts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Paying attention to the logic in what is being said:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Finding out what the customer needs by asking questions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Match Percentage:	66%	ı					P	erson	score		Expe	ctation
Qualifying score from FinxS® Sales Competer	ence	Ass	essn	nent	::							

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



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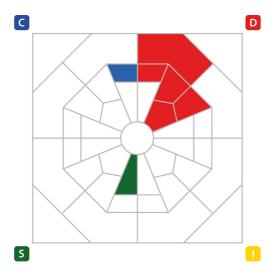
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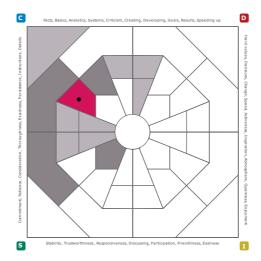
Qualifying - Required Behaviors

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.



Henry Hunter

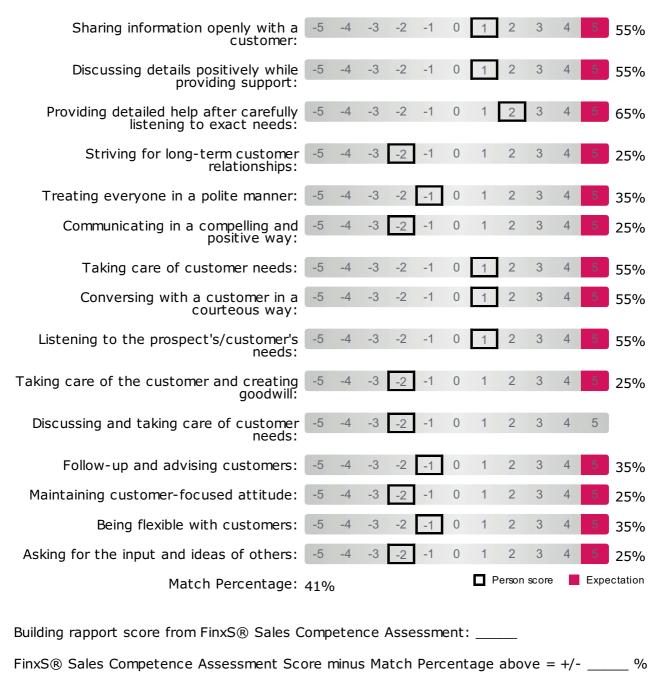
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Building rapport

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





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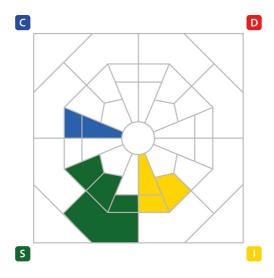
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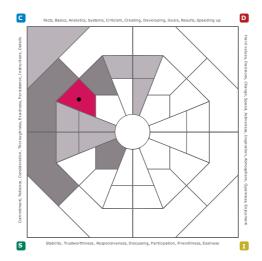
Building Rapport - Required Behaviors

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.



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Process Orientation

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

Methodically following the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Systematically managing long and complex sales cycle:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Managing long and complex sales cycle:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Covering all the steps when providing client with information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Conducting repetitive tasks efficiently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Following of a process in a steady and exact way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Following a step-by-step plan to achieve the goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Preferring routines in a "day-to-day" life:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Consistently following the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Systematic approach to acquiring new clients (prospecting):	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Having patience to complete a task:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Managing long and complex sales cycle with persistent follow-up:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Pleasant in doing routine work and helper of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Staying on task until completion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Match Percentage:	91%	1					□ Pe	erson	score		Expe	ctation
Process orientation score from FinxS® Sale	es Co	ompe	eten	ce A	Asses	ssm	ent:					
FinxS® Sales Competence Assessment Sco	ore n	ninus	s Ма	tch	Perc	ent	age a	abov	/e =	+/-		%



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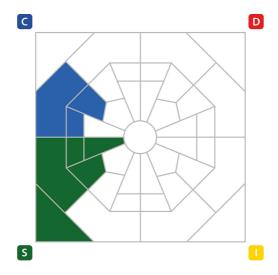
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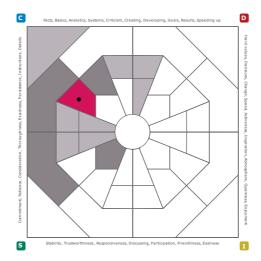
Process Orientation - Required Behaviors

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.



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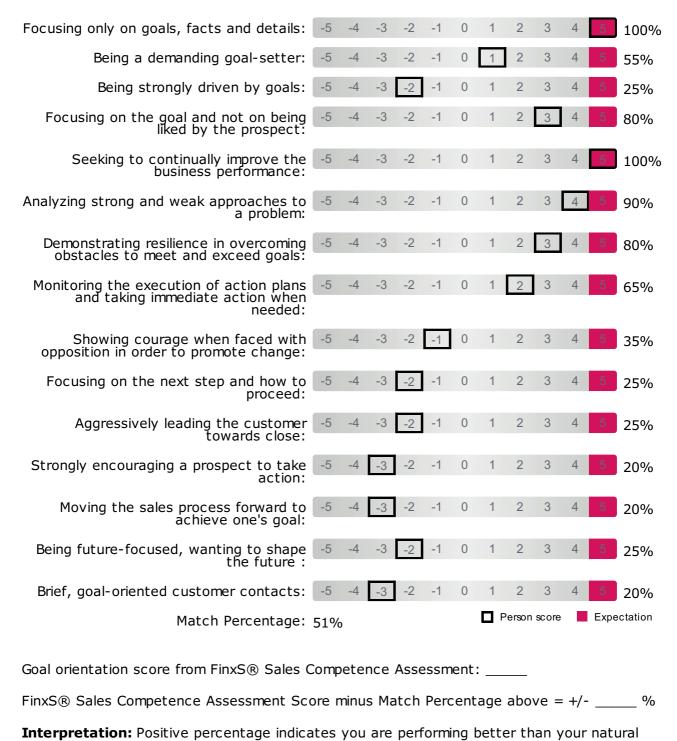
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Goal Orientation

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



style predicts. Negative percentage indicates you are not using your full potential.



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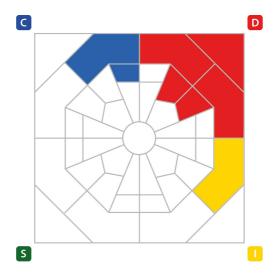
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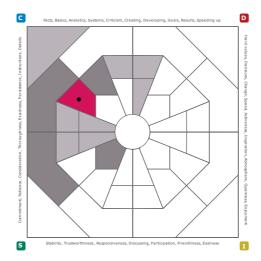
Goal Orientation - Required Behaviors

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.



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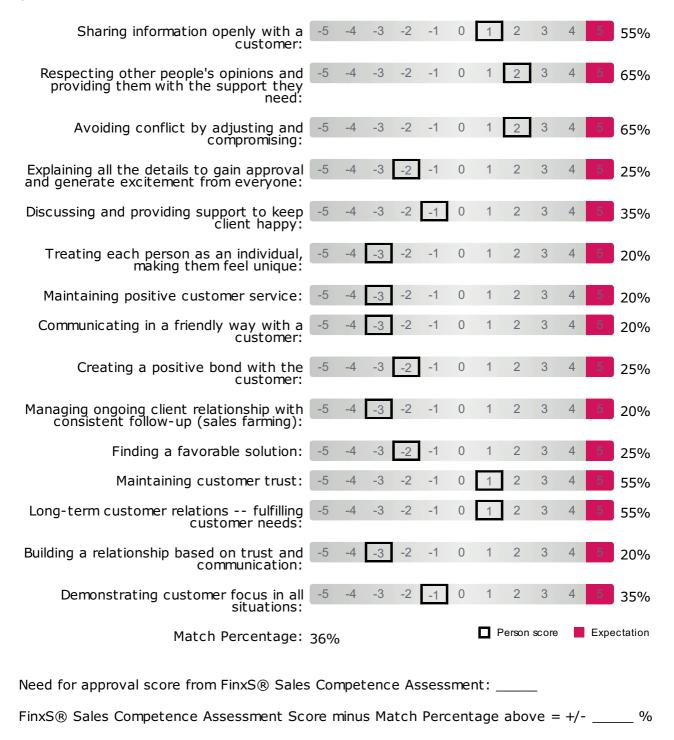
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Need for approval

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.



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



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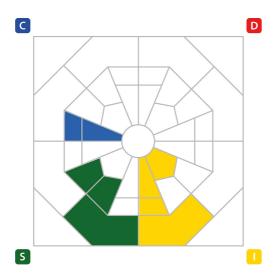
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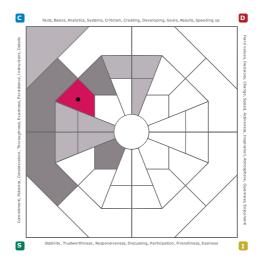
Need for Approval - Required Behaviors

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.



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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.

Taking control and making sure things happen:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Moving the sales process forward to achieve one's goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Goal-oriented customer motivation:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Being willing to try new approaches:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Ensuring that sales meetings end with an action plan:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Inspiring others to overcome their fears and become excited:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Aiming to close the deal without pushing the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	27%						□ Pe	erson	score		Expe	ctation
Controlling the sales call/process score fro	m Fir	ıxS⊛) Sa	les (Comp	ete	nce	Ass	essn	nent	::	
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Henry Hunter

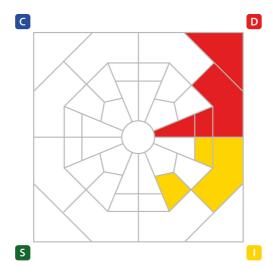
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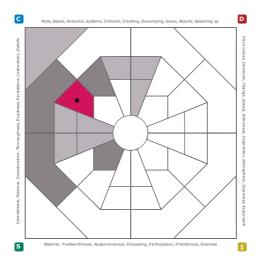
Controlling the Sales Call/Process - Required Behaviors

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.



Date:

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Handling stalls and objections

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

Showing courage when faced with opposition in order to promote change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Quickly ending communication that is not leading anywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Goal-focused negotiating:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking active role in tougher sales situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Finding ways to handle objections to make prospect view issue differently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Challenging a prospect to question their own opinion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Asking questions to support drawing intuitive conclusions on how to solve a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Selling one's own ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Promoting own ideas enthusiastically even when facing opposition:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	27%						☐ Pe	erson	score		Expe	ctation
Handling stalls and objections score from F	inxS	® S	ales	Con	npete	ence	e Ass	sess	ment	t: _		_
FinxS® Sales Competence Assessment Sco	ore n	ninus	s Ма	tch	Perc	ent	age a	abov	/e =	+/-		%



Henry Hunter

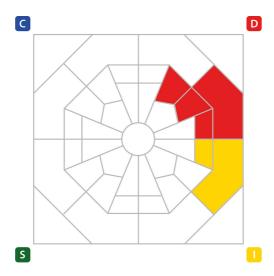
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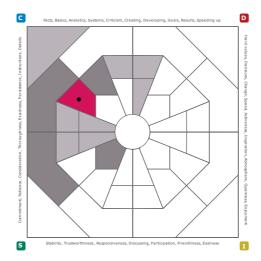
Handling Stalls and Objections - Required Behaviors

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.



Henry Hunter

Organization: Date:

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Questioning effectiveness

A structured and effective way of using well though-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.

Asking detailed questions to increase understanding of the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Identifying the goal and focusing solely on it:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Analyzing strong and weak approaches to a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Understanding what skills an organization needs and it currently has:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Creating a variety of approaches to problem solving:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Qualifying prospects by asking direct question :	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Challenging a prospect to question their own opinion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Asking questions that challenge the customer's perception:	-5	1	0	_							E .	2501
		-4	-3	-2	-1	0	1	2	3	4	5	35%
Identifying and bringing up major development needs:	-5	-4	-3	-2 -2	-1	0	1	2	3	4	5	25%
Identifying and bringing up major development needs: Using other person's own logic to challenge what that person is saying:	-5 -5	-4 -4		-2 -2	-1 -1		1 1 1			4 4	5 5	
development needs: Using other person's own logic to			-3 -3	-2 -2 -2	-1 -1 -1	0	1 1 1	2	3	4 4 4	5 5	25%
development needs: Using other person's own logic to challenge what that person is saying:	-5 -5	-4 -4	-3 -3	-2 -2 -2	-1 -1 -1	0	1 1 1 1 P	2 2 2	3 3	4 4 4	5 5 5 Expe	25% 35%
Using other person's own logic to challenge what that person is saying: Challenging the other person to change their opinion:	-5 -5 49%	-4 -4	-3 -3			0 0	1 1	2 2 erson	3 3 score			25% 35% 25%

Interpretation: Positive percentage indicates you are performing better than your natural

style predicts. Negative percentage indicates you are not using your full potential.



Henry Hunter

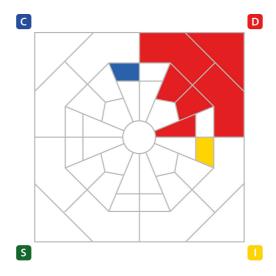
Organization: Date:

ACME, Inc. 09.14.2017



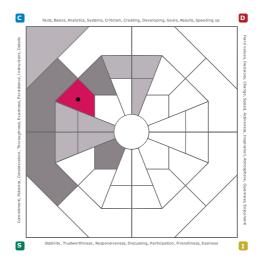
Questioning Effectiveness - Required Behaviors

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.



Henry Hunter

Organization: Date:

ACME, Inc. 09.14.2017



Active listening (Not talking too much)

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

Providing detailed help after carefully listening to exact needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Listening attentively and asking specifying questions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Discussing and providing support to keep client happy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Adjusting one's approach with different people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively listening and directing the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being an eager learner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Having patience to listen to the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Allowing others to talk while expressing that he/she is listening:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being prepared to listen to new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Asking for the input and ideas of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Listening by being present and available:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Picking up on others' emotions even when not articulated:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively and attentively listening to understand everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Picking up on the other's emotions even when not articulated:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Match Percentage:	38%						☐ Pe	erson	score		Expe	ctation
Active listening score from FinxS® Sales C	ompe	eten	ce A	∖sse	ssme	nt:						
FinxS® Sales Competence Assessment Sco	ore n	ninus	з Ма	tch	Perc	ent	age a	abov	/e =	+/-		%



Henry Hunter

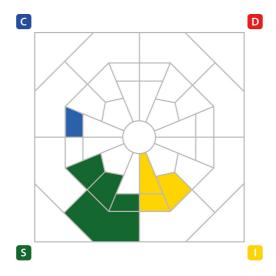
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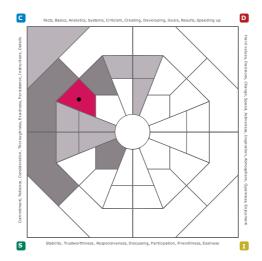
Active Listening - Required Behaviors

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.



Henry Hunter

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ACME, Inc. 09.14.2017



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.

Trying to connect the details to the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	100%
Gathering, analyzing, and leveraging data from many sources to understand the environment:	-5	-4	-3	-2	-1	0	1	2	3	4	100%
Sustaining a permanent state of change towards perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	65%
Encouraging others to focus on details when brainstorming:	-5	-4	-3	-2	-1	0	1	2	3	4	55%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	80%
Analyzing strong and weak approaches to a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	90%
Creating a variety of approaches to problem solving:	-5	-4	-3	-2	-1	0	1	2	3	4	55%
Knowing when to analyze and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	80%
Being ready to challenge immediately:	-5	-4	-3	-2	-1	0	1	2	3	4	35%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5 35%
Asking questions to understand details and the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	100%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5 35%
Connecting data with goal and learning what needs to be done next:	-5	-4	-3	-2	-1	0	1	2	3	4	65%
Breaking complex problems into sequential parts:	-5	-4	-3	-2	-1	0	1	2	3	4	80%
Paying attention to the logic in what is being said:	-5	-4	-3	-2	-1	0	1	2	3	4	80%
Match Percentage:	70%)					□ P	erson	score	E	expectation
Critical thinking score from FinxS® Sales C	Comp	eten	ice A	sse	ssme	ent:					
FinxS® Sales Competence Assessment Sc	ore n	ninus	з Ма	tch	Perc	ent	age	abo	ve =	+/	%

Interpretation: Positive percentage indicates you are performing better than your natural

style predicts. Negative percentage indicates you are not using your full potential.



Henry Hunter

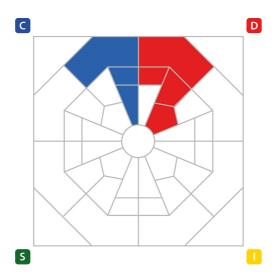
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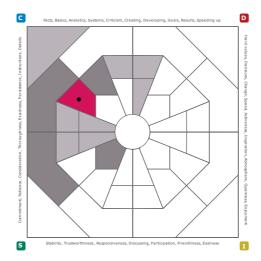
Critical Thinking - Required Behaviors

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.



Henry Hunter

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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.

Strong emphasis on managing details and finding ways to improve them:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Sustaining a permanent state of change towards perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Taking control and making sure things happen:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being strongly driven by goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking initiative to develop new business opportunities:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Demonstrating resilience in overcoming obstacles to meet and exceed goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Being a tough decision-maker:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Showing courage when faced with opposition in order to promote change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Constantly striving to achieve higher levels of performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Taking initiative to achieve goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Stepping 'up a gear' to cope with change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Acting independently when with no instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Getting involved and taking action during crises:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Pushing ideas through:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	48%)					☐ P	erson	score		Expe	ectation
Ambition and initiative score from FinxS® S	Sales	Co	mpet	enc	e As	ses	smer	nt: _		_		
FinxS® Sales Competence Assessment Sco	ore n	ninu	s Ma	tch	Perc	ent	age	abov	/e =	+/-	·	%



Henry Hunter

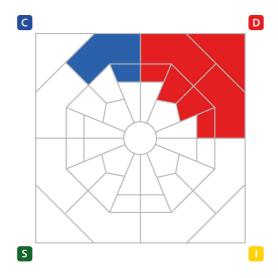
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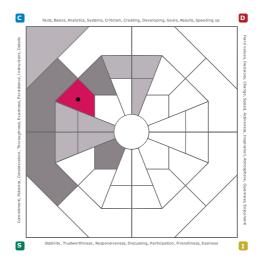
Ambition and Initiative - Required Behaviors

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.



Henry Hunter

Organization:

Date:

ACME, Inc. 09.14.2017



Presenting (Fulfillment)

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

Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Making dramatic, engaging and goal- focused presentations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Simplifying complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Performing to large and diverse groups of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Being able to visualize long-term consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Using data to sell ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively asking questions and proposing new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Communicating a compelling vision of the future that others want to be part of:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Inspiring others to overcome their fears and become excited:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Inspiring people to buy into a concept before all data is fully processed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Being a positive change agent and able to create excitement:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Positively influencing customer toward own goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	26%	•					□ P	erson	score		Ехре	ectation
Presenting score from FinxS® Sales Compe	etenc	e A	sses	sme	nt:							
FinxS® Sales Competence Assessment Sco	ore n	ninu	s Ma	tch	Perc	ent	age	abov	/e =	+/-	·	%



Henry Hunter

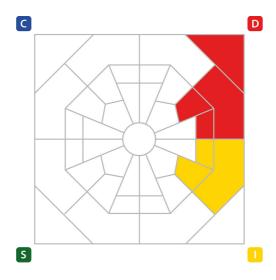
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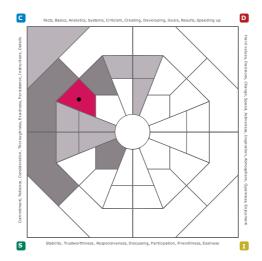
Presenting - Required Behaviors

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.



Henry Hunter

ACME, Inc.

Organization: Date:

09.14.2017



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.

Communicating details in a goal-oriented way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Taking control and making sure things happen:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Identifying the goal and focusing solely on it:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Reacting quickly and decisively to unexpected changes and events:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Prioritizing the most effective thing first:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Trusting on intuition on what is needed in order to understand the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Quickly ending communication that is not leading anywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Strongly encouraging a prospect to take action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking quick action when nothing develops:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Participating in several projects at the same time:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Short-term selling; inspiring and motivating buyers quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Responding actively to prospect's request for details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Match Percentage:	43%						□ P	erson	score		Expe	ctation
Time management score from FinxS® Sale	s Cor	npe	tenc	e As	ssess	me	nt: _		_			
FinxS® Sales Competence Assessment Sco	ore n	ninus	з Ма	tch	Perc	ent	age	abov	/e =	+/-		%



Henry Hunter

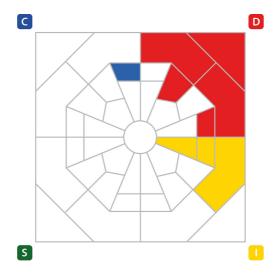
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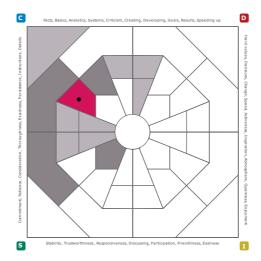
Time Management - Required Behaviors

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.



Henry Hunter

Organization: Date:

09.14.2017

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Dealing with failure

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

Being a risk taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Making risky decisions quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Bravely moving forward to next step after failing on previous one:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Speaking out regardless of consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Trusting on intuition on what is needed in order to understand the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Daring to enter totally new areas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Making courageous and risky decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking spontaneous risky decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking risks in crisis situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Getting involved and taking action during crises:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Showing excitement toward new goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Finding creative ways of doing old routines:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being willing to try a new course of action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Turning negative into positive in people's minds:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Being open to new experiences, ideas, and cultures:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage:	34%)					□ P	erson	score		Ехре	ectation
Dealing with failure score from FinxS® Sale	es Co	mpe	eten	ce A	sses	ssme	ent:		_			
FinxS® Sales Competence Assessment Sco	ore n	ninus	s Ma	itch	Perc	ent	age	abo	ve =	+/-		%



Henry Hunter

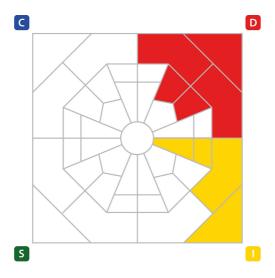
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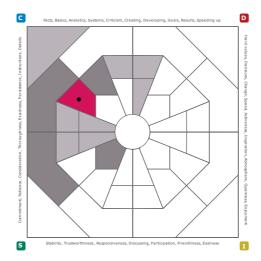
Dealing with Failure - Required Behaviors

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.



Henry Hunter

Organization: Date:

ACME, Inc. 09.14.2017



Competitiveness

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

Sustaining a permanent state of change towards perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Reaching perfection by renewing things, systems and methods:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Taking control in pressure situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being a demanding, fast-moving creator of resources:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Seeking to continually improve the business performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Taking strong action against resistance to change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Actively seeking completely new solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Keeping the organization on a continual improvement process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being willing to invent and try anything new in the search for improvement:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Thinking "outside the box":	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing on winning:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Demanding maximum performance level:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Driving decision making processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Working under strong pressure for results:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Match Percentage: 54%							□ P	erson	score		Expe	ctation
Competitiveness score from FinxS® Sales Competence Assessment:												
FinxS® Sales Competence Assessment Score minus Match Percentage above = +/ %												



Henry Hunter

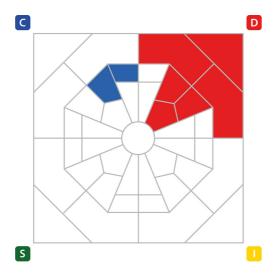
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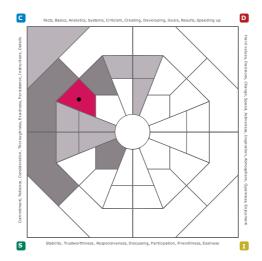
Competitiveness - Required Behaviors

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.



Henry Hunter

Organization: Date:

ACME, Inc. 09.14.2017



Money Concept

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

Communicating the value of one's product or service to a prospect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Speaking out regardless of consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Providing the customer with facts and direct feedback:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Willingness to remain emotionally neutral when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Goal-focused and direct communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Explaining the cost to a client in a clear and logical way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Actively and promptly contacting a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Explaining the value of what they pay for to prospects:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Match Percentage: 2	18%						□ P	erson	score		Expe	ctation
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.



Henry Hunter

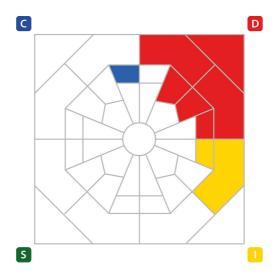
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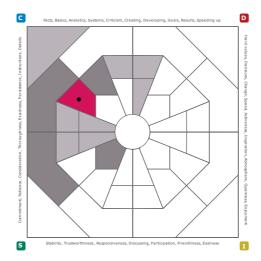
Money Concept - Required Behaviors

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.



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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.

Managing emotions to remain calm when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Communicating the value of one's product or service to a prospect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Communicating details in a goal-oriented way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Focusing solely on completing a task without allowing distractions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Concentrating on facts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Direct, goal focused communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Providing the customer with facts and direct feedback:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Willingness to remain emotionally neutral when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Judging others based on facts and data:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Moving the sales process forward to achieve one's goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Paying attention only to the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Using data to sell ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Striking a balance between people and tasks/things:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Focusing on the next step in the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Match Percentage:	63%						☐ P	erson	score	; <u> </u>	Expe	ctation
Emotional detachment score from FinxS® Sales Competence Assessment:												
FinxS® Sales Competence Assessment Score minus Match Percentage above = +/ %												



Henry Hunter

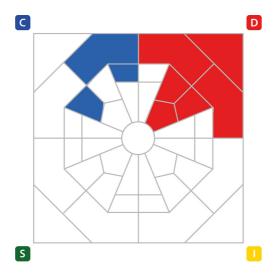
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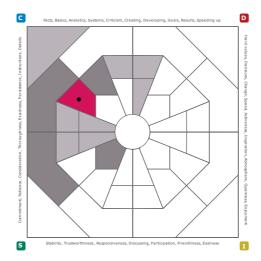
Emotional Detachment - Required Behaviors

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.

