

Axiometrics™

Success Factors Sales w/Leadership Style

Prepared for
Demo Sample
(Job Title: Key)



AXIOMETRICS™

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Thinking Process Inventory

Leadership Style = Believer
 Learning Style = Thinker Feeler (Concept, Affiliative)
 Communication Style = Structured Personal

	Talent	Access	Attitude	Skill
Low Risk	9.11			
Situational Risk			8.95	
Conditional Risk		8.63		8.60
Real Risk				

Low Risk ()	Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes.
Situational Risk (8.82)	Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions.
Conditional Risk ()	Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions.
Real Risk ()	Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment.

Overall Tendencies

- Have strong intuitive feelings that something is right or wrong but you may have difficulty knowing specifically what your feelings are telling you.
- Have a strong desire to do things right and a need to know and understand why an action is best.
- Will be a proactive, strategy, and plan oriented person so focused on controlling efficiency and consequences that you overlook immediate needs, becoming overconfident about the success of your strategies and plans.
- Tend to delay decisions until you are convinced that you have examined all possible outcomes.
- Tend to be frustrated when intuition builds an urgency to act yet logic demands more evidence, analysis, and understanding.
- Have strong respect for the individuality and rights of others, but you tend to qualify who deserves your respect and you will be cautious about the right time to show respect.
- Will be open and available to those who meet your expectations, but will be demanding and critical when they do not measure up.
- In conversations, you rely too much on logic and on your need to control outcomes. As a result, you will listen ‘at’ rather than listen ‘to’ and will be too quick to criticize and judge what others say.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- Have the ability to be in touch with your self esteem and inner self worth which can anchor and sustain you in difficult situations.
- Have the ability to know what you can do, to appreciate your social/role function and understand the value of status and social image.
- Have a strong sense of personal competence which generates comfort and confidence about what you are doing.
- Can see and understand which goals will challenge you, but you are uncertain about which direction is best and, as a result, may delay decisions and actions until you are convinced that the time is right.

Team Synergy

CORE TEAM STRENGTHS

BEING FAIR AND CONSISTENT:

- Sets priorities in relationships
- Deals with conflicting issues in a positive manner

LISTENING, DELEGATING AND DEVELOPING:

- Assigns tasks clearly and specifically
- Keeps communications clear and to the point
- Makes certain that each person knows what is expected
- Gives feedback in a positive manner

COOPERATING AND SHARING:

- Reinforces the value of cooperation and sharing

KEY TEAM DEVELOPMENT ISSUES

COOPERATING AND SHARING:

- May try too hard to be positive and supportive
- Tends to be too open to ideas and input from others
- May be too willing to listen to opposing viewpoints

BEING FAIR AND CONSISTENT:

- Concern about being fair can lead to issues being overlooked
- Does not always see problems from all perspectives

Prioritized Strength & Development

Prioritized Core Strengths

1) Self Attitude: (Achievement Drive)-Low Risk

Driven by a strong sense of personal optimism, a belief that the best can and will happen.

2) Social Recognition: (Motivation)-Low Risk

Highly motivated by a desire to receive social and role recognition, status, and attention.

3) Self Confidence: (Ability To Handle Rejection)-Low Risk

Strong sense of confidence in social and role image and attention to the importance of status and recognition.

4) Social Recognition: (Achievement Drive)-Low Risk

Driven by the need to attain social and role recognition as well as social power.

5) Role Satisfaction: (Self Starting Ability)-Low Risk

A strong and realistic confidence about one's ability to perform to potential.

6) Meeting Established Standards: (Discipline For Selling)-Low Risk

Strong appreciation of standards and norms as well willingness to make certain that standards and expectations are met.

7) Relating With Others: (Empathy)-Low Risk

The ability to maintain an independent but professional and open relationship with prospects and clients.

Prioritized Development Areas

1) Sense Of Mission: (Motivation Index)-Real Risk/SLS-29B

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

2) Need To Achieve: (Achievement Drive)-Conditional Risk/SLS-13A

Lack of attention to inner self worth can lead to push too hard to get things done and to an over commitment of energies.

3) Results Oriented: (Achievement Drive)-Conditional Risk/SLS-12B

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

4) Persistence: (Self Starting Ability)-Conditional Risk/SLS-21B

Holding pattern concerning the future can generate difficulty setting and following through with goals.

5) Money & Material Things: (Motivation Index)-Conditional Risk/SLS-26B

A lack of attention to money and material things can lead to indifference toward money unless it is a personal goal.

Prioritized Interview Notes

1) Sense Of Mission: (Motivation Index)-Real Risk/SLS-29B

Currently they are in transition about their future direction, uncertain about what is best and indecisive about what to do. Remember that they are searching for meaning and purpose. Make certain that you do not hype them such that your drive and energy becomes theirs. Interview them to discover the priorities and values that can drive them.

2) Need To Achieve: (Achievement Drive)-Conditional Risk/SLS-13A

Tendency to not give themselves enough credit and to blow up their imperfections and mistakes can lead them to be too concerned about what others think, to talk price too soon, to avoid touch closing issues or close too soon. In a mock interview, be aggressive, use distractions, objections, and criticisms to test their ability to stay focused.

3) Results Oriented: (Achievement Drive)-Conditional Risk/SLS-12B

Cautious, skeptical and hesitant thinking can result in a lack of urgency to take action, a tendency to overlook crucial, immediate issues and to become distracted by confusion or unexpected events. Use distractions in a mock interview to test their ability to stay focused. At each step of the presentation, require them to sum up the key issues.

4) Persistence: (Self Starting Ability)-Conditional Risk/SLS-21B

Tend to be in a holding pattern uncertain about which course of action is best leading them to delay decisions, to miss buying signals and sales opportunities and to lack a sense of urgency to close. Remember that they are looking for purpose and energy. Do not let your purpose and energy become theirs. Let them decide to choose the job.

5) Money & Material Things: (Motivation Index)-Conditional Risk/SLS-26B

Lack of attention to practical thinking, to results, and to material things can lead them to lack a sense of urgency to take action, to underestimate the value of money to measure their success and to either delay closing or close with preset solutions. Test their ability to stay in touch with prospect and client needs and issues.

Prioritized Development (Top 10 Areas)

1) Sense Of Mission: (Motivation Index)-Real Risk/SLS-29B

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

2) Need To Achieve: (Achievement Drive)-Conditional Risk/SLS-13A

Lack of attention to inner self worth can lead to push too hard to get things done and to an over commitment of energies.

3) Results Oriented: (Achievement Drive)-Conditional Risk/SLS-12B

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

4) Persistence: (Self Starting Ability)-Conditional Risk/SLS-21B

Holding pattern concerning the future can generate difficulty setting and following through with goals.

5) Money & Material Things: (Motivation Index)-Conditional Risk/SLS-26B

A lack of attention to money and material things can lead to indifference toward money unless it is a personal goal.

6) Service: (Motivation Index)-Situational Risk/SLS-25A

A tendency to be too personally involved can lead one to do more than is necessary to provide adequate service.

7) Evaluating Others: (Empathy)-Situational Risk/SLS-3A

Dogmatic but optimistic, has biases about who will qualify as a prospect.

8) Self Control: (Handling Rejection)-Situational Risk/SLS-9

Tendency to react impulsively in stressful situations can lead to difficulty maintaining control in the sales process.

9) Self Esteem: (Handling Rejection)-Situational Risk/SLS-6A

Inattentive to inner self worth, may talk price too soon and promise more than is necessary or more than can be delivered.

10) Personal Development: (Motivation Index)-Situational Risk/SLS-28

Frustration can result from indecisiveness or lack of certainty about where one is going in life.

Sales Competencies Chart - Part 1

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Empathy				
- Intuitive Insight	ü			
- Attitude Toward Others	ü			
- Evaluating Others		ü		
- Persuading Others	ü			
- Relating With Others	ü			
Handling Rejection				
- Self Esteem		ü		
- Self Assessment	ü			
- Self Confidence	ü			
- Self Control		ü		
- Sensitivity To Others	ü			
Achievement Drive				
- Goal Directedness	ü			
- Results Oriented			ü	
- Need To Achieve			ü	
- Social Recognition	ü			
- Self Attitude	ü			
- Ambition	ü			

Sales Competencies Chart - Part 2

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Self Starting Ability				
- Persistence			ü	
- Consistency	ü			
- Initiative	ü			
- Role Satisfaction	ü			
Motivation Index				
- Service		ü		
- Money And Material Things			ü	
- Status And Social Self Recognition	ü			
- Personal Development		ü		
- Sense Of Mission				ü
- Sense Of Belonging		ü		
Discipline For Selling				
- Meeting established standards	ü			
- Doing Things right		ü		
- Attention To Policies and Procedures	ü			
- Meeting schedules and deadlines		ü		