



**Axiometrics International, Inc.**

*“Changing the World and the Future”*

# **Extended Sales Interview Guide**

**Prepared for:**

*Demo Sample*

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11/17/2005 9:16:00 PM  
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## ***Extended Sales Interview Guide***

### **SUMMARY**

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#### **ATTITUDES:**

- Individualist, covertly does things their own way
- Optimistic about the world
- Depressive attitude about themselves
- Optimistic, positive attitude toward others
- Results, 'now' oriented attitude toward getting things done

#### **PROBLEM SOLVING:**

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Good analytical, conceptual thinking and organizing
- Reactive thinking, puts out fires

#### **SELF IMAGE:**

- No fear of failure, some fear of success
- Doubts and questions about what they are doing

#### **MOTIVATORS:**

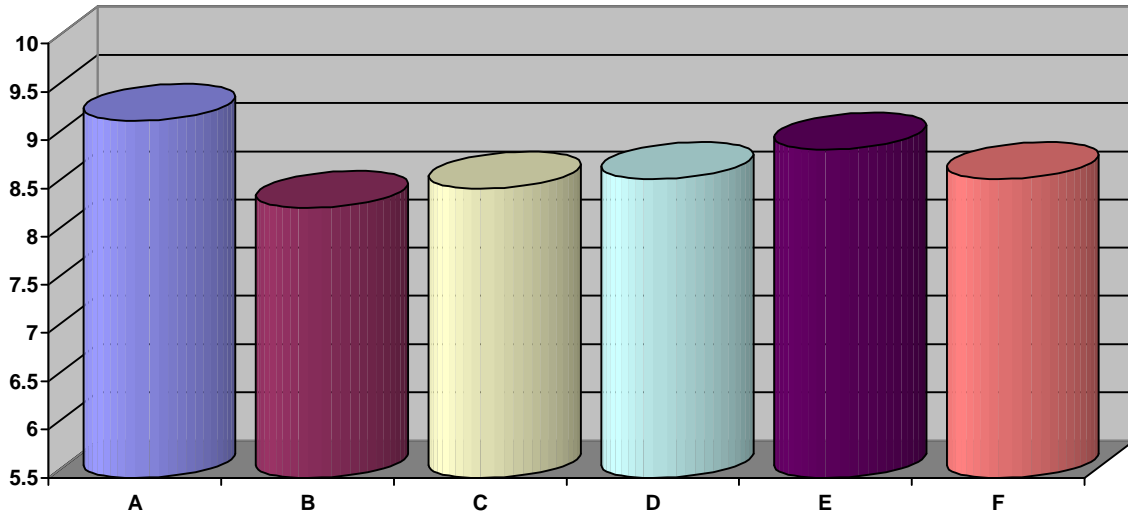
- Results, getting things done
- Money, material things
- Sense of mission, personal goals

#### **STRESSORS:**

- Indecision, uncertainty and anxiety about the future
- Frustration and anxiety about goals
- Anxiety about how others see and value them

## Extended Sales Interview Guide

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Empathy (Low Risk)</b> — The ability to see, understand and relate with others.
<b>B) Handling Rejection (Conditional Risk)</b> — The ability to maintain a sense of inner self worth.
<b>C) Achievement Drive (Situational Risk)</b> — The ability to have a strong desire to push ahead and to achieve desired results.
<b>D) Self Starting Ability (Situational Risk)</b> — The ability to get things done without the need for constant supervision.
<b>E) Motivation Index (Low Risk)</b> — The ability to direct one's energy with a sense of purpose and direction.
<b>F) Discipline For Selling (Situational Risk)</b> — The ability to work within guidelines, schedules policies and procedures to get things done.

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## ***Extended Sales Interview Guide***

### **PERSONAL SALES INVENTORY**

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#### **PRIORITIZED CORE STRENGTHS**

**1) Sense Of Belonging: (Motivation) (SL-30B)-Excellent Potential**

Motivated by a strong need to belong, to fit in with and be accepted by others.

**2) Service: (Motivation) (SL-25A)-Excellent Potential**

Motivated by a strong desire to help others and meet their needs and concerns.

**3) Money, Material Things: (Motivation) (SL-26A)-Excellent Potential**

Motivated by money and material things and by a strong need to create practical results

**4) Persistence: (Self Starting Ability) (SL-21A)-Excellent Potential**

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

**5) Need To Achieve: (Drive) (SL-13A)-Excellent Potential**

Strongly driven by a need to achieve recognition and attention to confirm self worth.

**6) Results Oriented: (Drive) (SL-12A)-Excellent Potential**

Extremely results and 'now' oriented focusing time and energy on decisions that have a immediate result.

**7) Evaluating Others: (Empathy) (SL-3A)-Very Good Potential**

The ability to identify and evaluate prospect needs, interests and concerns in a clear, well organized manner.

**8) Attitude Toward Others: (Empathy) (SL-2A)-Very Good Potential**

Positive, open attitude toward prospect and client needs and concerns.

#### **PRIORITIZED DEVELOPMENT COMMENTS**

**1) Social Recognition: (Drive) (SLS-14B)-Real Risk**

Indecisiveness about what to do in current circumstances can create inconsistent burst of energy and drive.

**2) Self Attitude: (Drive) (SLS-15)-Real Risk**

Cautious, hesitant attitudes toward oneself can lead to unnecessary delays in decisions and actions.

**3) Social Recognition: (Motivation) (SLS-27B)-Real Risk**

Social frustration and role transition can generate uncertainty and indecision about one's social/role image.

**4) Role Satisfaction: (Self Starting Ability) (SLS-24B)-Real Risk**

Dissatisfaction, frustration and anxiety in current circumstances can lead to inconsistent actions and decisions.

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## ***Extended Sales Interview Guide***

### **PRIORITIZED INTERVIEW NOTES**

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#### **1) Social Recognition: (Drive)-Real Risk**

Currently in social/role transition feeling frustrated and uncertain about what you want to do potentially leading them to miss opportunities and see the grass as greener on the other side. Remember that they are searching for a place to feel comfortable. Do not hype them. Be realistic about what you expect. Let them make the decision to pursue the job.

#### **2) Self Attitude: (Drive)-Real Risk**

Cautious, skeptical thinking can lead them to miss sales opportunities, to put off taking action until they are more certain about what is best and to either be prone to making hasty decisions or avoid difficult ones. Test their ability to realistic about their opportunities. Remember that they tend to have difficulty prioritizing and following through.

#### **3) Social Recognition: (Motivation)-Real Risk**

Tendency to be indecisive about what is best, to shift from frustration and dissatisfaction to enthusiasm can lead them to be inconsistent, to either delay following through with contacts or closing sales because they lack confidence or to loose interest and shift their focus to something else. Test their ability to stay focused and complete their tasks.

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## ***Extended Sales Interview Guide*** **PRIORITIZED DEVELOPMENT AREAS**

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### **1) Social Recognition: (Drive) (SLS-14B)-Real Risk**

Indecisiveness about what to do in current circumstances can create inconsistent burst of energy and drive.

### **2) Self Attitude: (Drive) (SLS-15)-Real Risk**

Cautious, hesitant attitudes toward oneself can lead to unnecessary delays in decisions and actions.

### **3) Social Recognition: (Motivation) (SLS-27B)-Real Risk**

Social frustration and role transition can generate uncertainty and indecision about one's social/role image.

### **4) Role Satisfaction: (Self Starting Ability) (SLS-24B)-Real Risk**

Dissatisfaction, frustration and anxiety in current circumstances can lead to inconsistent actions and decisions.

### **5) Self Esteem: (Ability To Handle Rejection) (SLS-6B)-Real Risk**

Self-depreciation, may have difficulty controlling interview and to promise too much or more than is necessary.

### **6) Sensitivity To Others: (Ability To Handle Rejection) (SLS-10A)-Real Risk**

Excessive sensitivity to what others think or say potentially making it hard to address difficult issues.

### **7) Personal Development: (Motivation) (SLS-28)-Real Risk**

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

### **8) Self Control: (Ability To Handle Rejection) (SLS-9)-Real Risk**

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

### **9) Initiative: (Self Starting Ability) (SLS-23A)-Real Risk**

Social\role transition can generate frustration and a lack of urgency to push ahead until one's direction is more certain.

### **10) Self Assessment: (Ability To Handle Rejection) (SLS-7)-Conditional Risk**

Difficulty realistically assessing personal potential and maintaining consistent confidence.

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**SALES CHART**

<b>CAPACITY</b>	<b>LOW RISK</b>	<b>SITUATIONAL RISK</b>	<b>CONDITIONAL RISK</b>	<b>REAL RISK</b>
<b>Managing Others</b>				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
<b>Managing Activities</b>				
- Meeting Established Standards	ü			
- Doing Things Right	ü			
- Attention To Policies & Procedures	ü			
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority	ü			
- Attention To Concrete Detail		ü		
<b>Managing Problems</b>				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight				ü
- Seeing Potential Problems			ü	
- Proactive, Conceptual Thinking	ü			

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**SALES CHART**

<b>CAPACITY</b>	<b>LOW RISK</b>	<b>SITUATIONAL RISK</b>	<b>CONDITIONAL RISK</b>	<b>REAL RISK</b>
<b>Planning &amp; Organizing</b>				
- Realistic Goal Setting				ü
- Short Range Planning				ü
- Long Range Planning	ü			
- Concrete Organization		ü		
- Conceptual Organization				ü
- Attention To Planning				ü
<b>Getting Things Done</b>				
- Self Confidence	ü			
- Goal Directedness	ü			
- Results Oriented	ü			
- Ambition				ü
- Persistence				ü
- Consistency			ü	
<b>Managing Self</b>				
- Self Esteem	ü			
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction	ü			
- Flexibility & Adaptability				ü
- Health/Tension Index				ü