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Assessments & Surveys

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Name: REUBEN RAY

Date: 20-04-2021

Sales Skill Assessment

- 3 levels of maturity
- 6 Sales traits





Pexitics.com



Certificate of Achievement



PROUDLY PRESENTED TO
REUBEN RAY

Sales & Digital Sales

Grades (valid upto 11th April 2022)

Sales Skills:



Native Intelligence:



Expertise:



Attitude:



Digital Sales:



Sales Leadership:



The ratings are based out of 5 stars and are valid for a period of 12 months. To verify, visit Pexitest.com and use the code mentioned below to view the credentials.

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How to interpret the report yourself

The Pexitics Report is easy to read and interpret, making it one of the most popular reports available today! All you need to understand is the following for ease of understanding. Every report is valid for 6 months. So, let's get started...

The report is broken into two broad segments;

Report Summary:

This contains the entire report consolidated into a single page or two.

Detailed Summary:

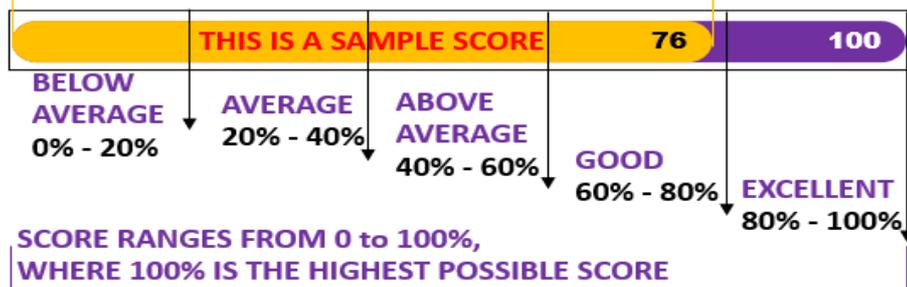
The detailed pages contain description of the contents in greater detail.

Reading the scores against a trait

***THIS IS FOR EXPLANATION ONLY.*
YOU CAN FIND YOUR SCORES IN THE REPORT PAGES.**

**A BENCHMARK SCORE OF 65%
MEANS PEOPLE LIKE YOU SCORED
AN AVERAGE OF 65 OUT OF 100**

**A SCORE OF 76% FOR A PARTICULAR TRAIT MEANS
YOU SCORED 76 OUT OF 100.**



Interpreting the Scores

Score Number:

This is your score as a number. As we convert scores into percentages, this means that your score can also be read as a score out of 100.

Benchmark:

This is the average score scored by your peers. The benchmark is a better way to understand how well you are doing for the particular trait vis-à-vis others in your agegroup, qualification level and academics.

Tips:

If your score is higher than the benchmark, you are better than your peers. If your score is closer to the benchmark, you are doing okay and need to improve. If your score is lesser than the benchmark, you need to train or learn.

Others:

Some of the scores may not contain a score but a text trait. This is because not all traits are quantifiable and are better understood as a type indicator. A type indicator is a quality which is unique to people like you. It is akin to a trait expressed like a Sunsign, where the type indicator indicates what is unique about it.

A bit about our Sales Skill Assessment

Sales as a skill isn't a domain which is taught in schools and colleges, hence it is an observed acquired skill. However, like any other acquired skill, all you need to understand is explained below; Every report is valid for 6 months. So, let's get started...

Sales skill can be classified into six key traits;

Expertise: Measures the journey and skills acquired from being a person to a salesperson.

Attitude: The approach and attitude of whether you are enjoying and meant to be in sales.

Sales Leadership: The ability to deal with large teams and manage sales as a Sales leader.

Digital Sales: With everything online, it tests your prowess over online terminology and tools.

Sales skills: Measures maturity for managing high value transactions or selling high value products.

Native Intelligence: Measures ability to deal with tough customers or innovative ways to close the deal.

3 levels of maturity

Every functional domain would also have different hierarchy levels and hence it is important to measure the command at three broad levels using color coded bar graphs;

	CRITICAL	Takes into understanding the command of finer aspects of law and policies as a senior resource for a wider job role expertise and maturity.
	IMPORTANT	Assesses the ability to read fine print and take decisions based on issues that are often beyond every-day or normal domain knowledge or skills.
	NORMAL	Tests the capability to drive and undertake everyday functional skills without a high level of intervention at basic levels.

Tips to excel at decoding the report yourself;

Look at the 3 levels first to understand your scores and hence competencies at each level.

You should be doing good at the initial level of "NORMAL" to better at the level of "IMPORTANT" and so on, else, you are simply making wild guesses.

If you are scoring high at a certain level but not so good at a level higher, you may want to undertake Sales learning skills to improve your scores. Every report is valid for 6 months only.

Not everyone needs to be good at all the 6 Sales traits. It simply highlights which kind of industry and job role you would do better. However, doing good at Sales Leadership and Native Intelligence are a must if you want to grow into the role hierarchy further higher.

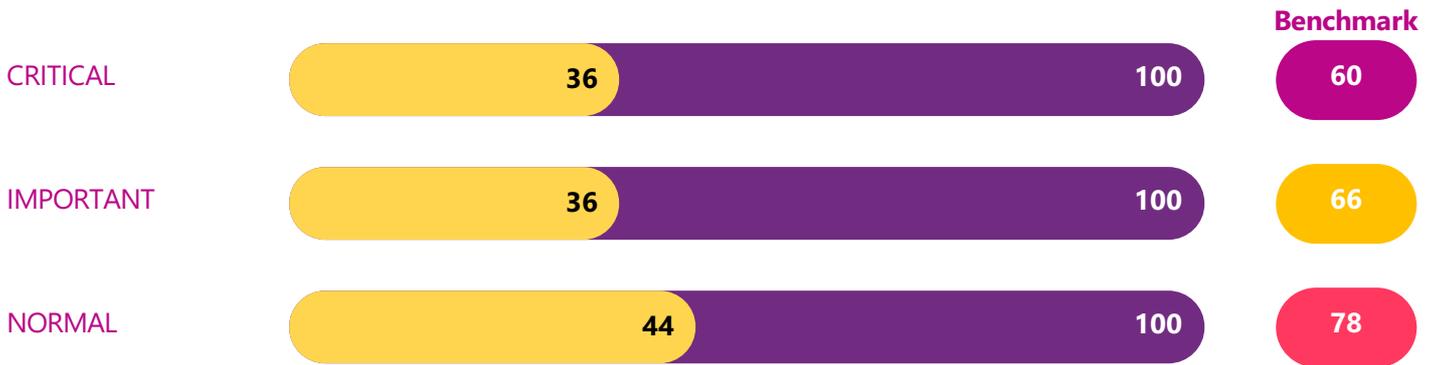
We all sell! We sell our promises, our dreams and our capabilities to our families, friends, spouses, parents and children. Hence this is a good assessment for anyone to find out their ability to convince whatever they are trying to sell and how effective they are as a seller of dreams.

If you have scored high across all the three levels and across all the traits, please contact us and we will like to add you as a mentor or coach for the functional skill. We truly do want people like you to help others improve themselves and gain higher command over their skillsets. And earn too!

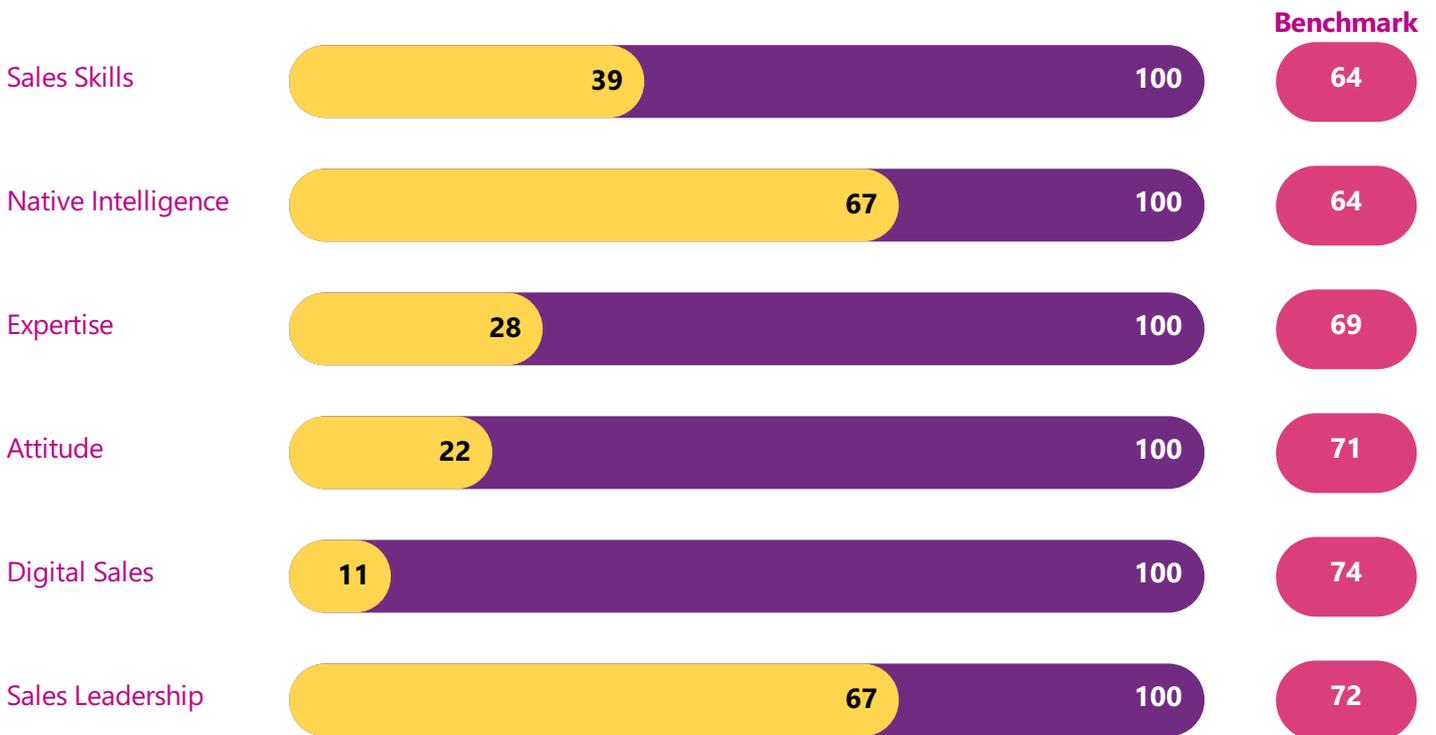
Executive Summary

REUBEN RAY

Attribute Score



6 levels of Sales Skills



Candidate Highs

The candidate may not perform well if needed to handle high value sales or be the final negotiator in a sales function,;

Candidate Lows

The candidate lacks understanding of basic digital sales and will require training if this is a must-have skillset for the job role,;

Detailed Summary

REUBEN RAY

Sales Skills:

Good sales skills help close the large deals most organisations seek to win. Sales skills go beyond sales experience and immerse the buyer into not the product or service, but the experience of the benefits through the sales professional's words. This could be both physical and communicative skills and have a higher bearing on managing the client. Clients are the most important aspect to win in a sales deal; the deal is an outcome of the sales skills employed to win over the client. A professional sales person would know which skill to employ and how much to ensure the client returns with not only the deal, but a happy customer the organisation would be proud of. High scores in Sales skills denote two aspects; the capability to not only handle large clients, but also a higher maturity in customer relationship management.:



Observation

- The candidate lacks basic knowledge of sales skills and may not be a best fit if managing large clients is a mandatory skillset for the job role.

Native Intelligence:

Native intelligence is defined as the specified complexity inherent in the information content of any system or process. The systems and processes defined in sales are also encoded in some general purpose language, expressed minimally as some finite length bit string, and decoded by a finite set of rules defined a priori. Using this definition of native intelligence, we employ assessments to find logical arguments and their responses to measure native intelligence metrics. Using situational judgments and questions of common sense, the assessment measures how well measured logical and subjective interpretation the candidate uses while faced with challenges and queries while processing a sales call. A high score denotes high native intelligence required for being an effective sales professional.:



Observation

- The candidate may not perform well if needed to handle high value sales or be the final negotiator in a sales function.

Detailed Summary

REUBEN RAY

Expertise:

Our attitude and our ability to have a positive influence on the attitudes of others affects not only our sales, but every area of our lives: our marriage, kids, health, wealth and luck. However having the required expertise is also a key segment to differentiate between born sales person and a slow learner. Expertise segment assesses the capability of the candidate as a sales expert with higher scope to close prospects using time-tested sales techniques. The assessment and it's scores reflects the candidates capability as a sales professional and deal with clients and products requiring a high level of salesmanship knowledge. Front-end are direct sales require higher expertise scores. A high score in Expertise showcases high focus on concluding Direct sales.:



Observation

- The candidate lacks understanding of basic sales parameters and requires upskilling before or post appointment if the other areas are well-addressed.

Attitude:

While sales professionals see selling as just a job that helps pay their monthly expenses and provides a salary, committed sales professionals are passionate about selling as an attitude and are unabashedly enthusiastic about the value and benefits they bring to their customers. This section of the report looks at the level of sales attitude that the candidate brings out the selling attitude and their semblance to the required level for a committed sales attitude. A an exceptionally good sales professional not only care about closing business and driving revenue, but it is also very important to them to know that what they offer their customers is exceptional in every sense of the word. The confidence they have in their product and their knowledge helps to motivate them, even when the market is rough, because they know they can excel in it. A high score in Attitude reflects high customer service orientation.:



Observation

- The candidate needs to deepen their understanding of sales and it's policies and parameters to deliver better results as a Sales professional.

Detailed Summary

REUBEN RAY

Digital Sales:

Digital sales is closer to digital marketing than to sales; it assesses the understanding of the digital market and its complexities when promoting the offering on digital platforms for a larger, wider reach and longer sustenance of the brand in the eyes of the consumer. Understanding of the digital market is today an imperative part of sales strategy; no product or service is today beyond the purview of the digital world. A sales professional who understands social media not as a medium of expression but as a medium to reach out to wider audiences to promote and support the sales funnel turns out to be more successful than their peers. High scores in Digital Sales can denote a higher fitment for sales role where the customer acquisition strategy is more focused towards the digital medium. It can also help identify Digital marketing professionals.:



Observation

- The candidate lacks understanding of basic digital sales and will require training if this is a must-have skillset for the job role.

Sales Leadership:

Sales Leadership is focused on understanding the hierarchy within the team the candidate is ideally suited for. This part of the assessment can also be used for promoting sales professionals when looking at team leadership roles. The assessment focuses on team management and maturity levels to decipher the ability to lead large sales teams into successful prospecting. This helps organisations find hierarchy fitment levels for sales professionals for both in-house team development and external hiring of team leaders into sales positions. The assessment internally carries a varied weightage to understand the capability and maturity to manage senior roles and teams in sales & marketing functions.:



Observation

- The candidate lacks maturity to handle teams and manage diverse sales roles and functions.



People excellence indicator **Analytics**



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