



# Talent Q Dimensions

## Dimensions Report


Name **Sample Person**


Date of Report: **05/07/2016**

Sales Profile 3

**Also Recommended:** Trait Profile, Narrative Report

**Who could use components of this report:**

 HR professionals

 Trained practitioners

**What can components of this report be used for:**

 Individual development

 Recruitment

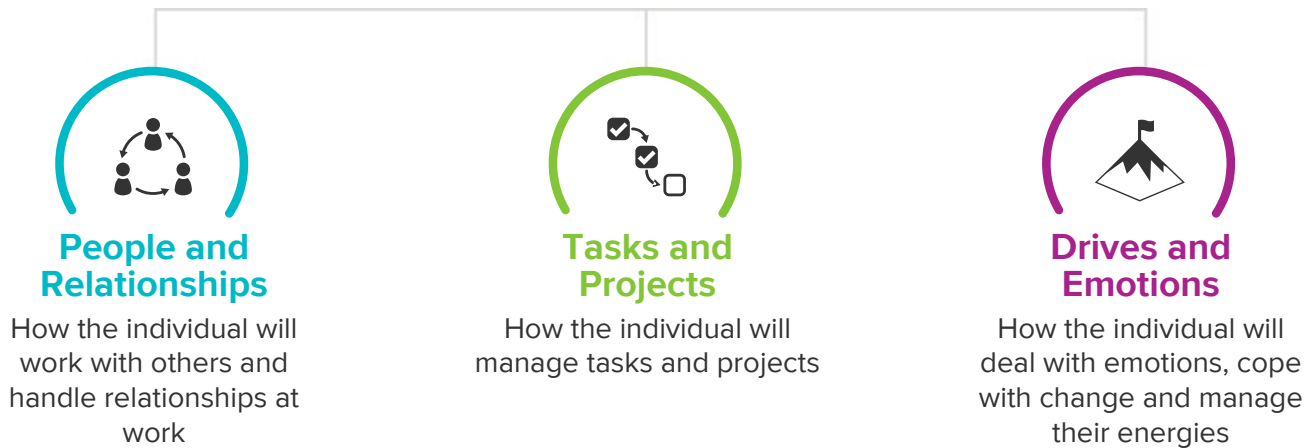
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<b>Assessment</b>	Dimensions
<b>Completed date</b>	19/03/2010
<b>Language</b>	English (UK)

# Introduction

Dimensions is an online personality questionnaire. It assesses and reports how individuals perceive their behaviours at work in relation to three key areas: people and relationships, tasks and projects, and drives and emotions.

## Talent Q Dimensions Framework



It combines valuable information, scientific rigour and ease of use for the line manager, HR professional, coach or trainer, and supports important talent decisions and development discussions. Inspired and developed by one of the pioneers in occupational testing – Roger Holdsworth – Dimensions draws on over five decades of experience in personality at work.

### Personality drives performance

Personality influences the way people behave, which in turn impacts their performance and success in the role.



By using this report, you can gain scientific and objective insight into how an individual is likely to behave in the workplace. This insight helps organisations to:

- ✓ make better selection decisions
- ✓ develop individuals and teams
- ✓ identify high potential individuals
- ✓ improve performance and profitability.

### Best practice across the talent lifecycle

With just a single completion of the questionnaire, data is provided that can be interpreted for a wide range of applications: recruitment, selection, identification of high potential and individual, team and leadership development. It provides a number of user-friendly reports that can be combined as required; not all reports are appropriate for all applications. The reports contain practitioner guidance and are available in a number of languages, enabling consistent assessment across different geographic regions.

# Sales Profile

It is widely researched and recognised that personality is an important factor in being successful in sales roles, and the Talent Q Sales Profile draws upon a blend of sales theories and evidence. This report is designed to assess the desired behaviours required at different stages of the sales cycle. Sales roles differ across organisations but most contain some or all of these stages. Depending on the role level and type, some stages are more important than others, so you should consider the specific role and its focus when using this report. The profile can also be applied to other roles in which influencing and convincing others is important, for example, selling ideas or concepts to internal stakeholders.

## Sales Profile

Tends to avoid planning for meetings, preferring to take a more spontaneous approach. This can result in appearing unprepared. May frustrate customers due to missing some key details that may cause a wider solution to fail further down the line.

### Planning and Preparation



Believes that long and short term planning is key to success in the early stages of the sales cycle. Probably devotes a lot of time to gathering and understanding the materials required for a meeting. Customers are likely to be impressed by this approach. May need to be careful not to miss out on those opportunities that cannot be planned for.

Prefers to take a more intuitive approach to understanding customer requirements. Tends not to rely too much on facts and figures and may have limited enthusiasm for exploring issues with customers. May miss out vital information when proposing a solution.

### Fact Finding



Takes an analytical approach to information gathering, and thrives on exploring complex issues to understand the needs of customers and solve their problems. Likely to have collected all the information needed before proposing a solution.

Tends to avoid forming new relationships and prefers to communicate with a small circle of people, which may limit networking opportunities. A more independent nature may inhibit naturally starting conversations with new people. May not feel comfortable adapting and responding to the behaviour of others, finding it difficult to connect with customers.

### Building Rapport



Enjoys a wide circle of contacts and having a large network of people to call on for assistance. A confident communicator who is likely to build new and existing relationships with a wide range of people at different levels. May be overloaded by an inclination to try to maintain so many relationships.

Tends not to spend a great deal of time engaging with others to really listen to their concerns and requirements. This may result in solutions that don't necessarily meet customer needs. May find it more difficult than others to convey suggestions. The potential result is that the real requirements of the customer are missed and interactions can be one sided.

### Identifying Needs



Demonstrates a desire to use information to ensure customers' real needs are addressed. Likely to take steps to ensure the customer agrees with a proposal, using a balance of listening and influencing, and fully understands its benefits. Also likely to help customers choose the most suitable solution for their specific needs.

Can sometimes find it difficult to know what to do or say when meeting new people. Unlikely to enjoy presenting to customers. Delivery style and methods tend to be more traditional than innovative and may not engage others. Customers may lose sight of the solution due to a lack of impact while presenting.

### Presenting Solutions



Likely to show a natural flair for presenting solutions which are engaging and interesting for customers to listen to. Demonstrates a combination of creativity and social confidence and presents in an innovative way that is likely to keep customers engaged in the solution.

Likely to find tough negotiations and objections difficult to handle, often resulting in losing sight of the bigger picture. May feel threatened by objections and find it difficult to remain focused in responding. Challenges may be taken personally and impact on the ability to initiate comprehensive solutions.

### Handling Objections



Likely to approach objections flexibly. Quick to respond to challenges and can probably cope with problems as they occur. Regards tough conversations and negotiations as challenges to respond to rather than letting them get in the way of a successful sale. Likely to handle customers' objections with resilience and flexibility and use influencing skills to respond to them in a positive and successful manner.

Gains little satisfaction from target driven environments and doesn't see achieving targets as the highest priority. Unlikely to be overly tenacious. Closing deals may not a driving factor which could result in losing buyer commitment.

### Getting the Sale



Driven by a need to win meaning closing the sale is of utmost importance. Takes satisfaction from achieving own goals. Dedicates energy towards ensuring the sale is closed and willing to take risks to do so. Sensitivity will be required to customers who may find this approach overly forceful.

Tends to disregard systems and processes that could be avoided. May not recognise the importance of such processes and could bend the rules to suit when possible. Customers may feel neglected due to the lack of attention after the sales meeting.

### Post-meeting Service



Regarded as highly conscientious and unlikely to let customers down. Strives to ensure that details are checked, promises are kept and will persist with a task until it is completed, though this could lead to some bigger picture factors being overlooked.



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