



Sales Environment Fit Report User Guide



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This User Guide sets out the recommended use of this report. If you have any questions about appropriate uses of this report and how to get the most out of it, please ensure you speak to a specialist who is qualified to use the full range of Saville Assessment Wave tools.

About the Sales Environment Fit Report

The Sales Environment Fit Report provides straightforward high-quality feedback to individuals following the completion of the Professional Styles questionnaire. The report helps the individual better understand the situations in which they are likely to be more or less effective as a salesperson.

The report is designed to be sent directly to candidates as a form of feedback following a recruitment process or can be used to aid the onboarding process. The report is accessible to individuals without an in-depth understanding of psychometric assessments and is designed to stand alone or be accompanied by a telephone or face-to-face discussion. The report can be purchased as a single report and is also complimentary with the purchase of a Sales Expert Report or Sales Interview Guide.

Benefits

- Provides an efficient yet highly effective feedback process when sent directly to candidates.
- Helps individuals understand the situations in which they are likely to be more or less effective as a salesperson.
- Allows managers to quickly identify how to create an environment which will enhance a salesperson's chances of success.

Availability



PS

Professional
Styles

The Report

Sales Environment Fit Profile

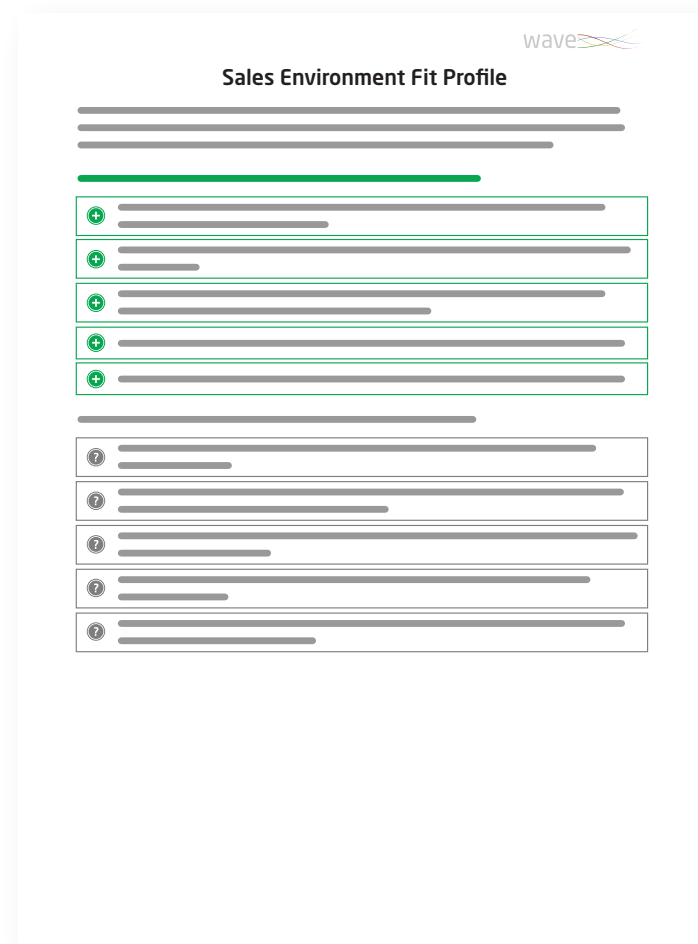
The Sales Environment Fit Profile provides information on the types of sales situations or work environment in which an individual is likely to be more or less effective.

Feedback is based on an individual's top five strengths and five main challenge areas from the Professional Styles questionnaire.

For their strengths, the report lists situations in which the individual is likely to be more effective as a salesperson. For their challenge areas, feedback is provided on the types of situations in which an individual is likely to be less effective as a salesperson.

✓ TOP TIPS

- Share this page with the individual and give them an opportunity to discuss the situations where they feel they are more and less effective as a salesperson.
- Discuss how to maximize the situations where the individual is likely to be most effective.



Using the Sales Environment Fit Report

1 Individual Feedback

- Encourage individuals to read through their reports.
- Invite them to consider the five situations in which they are likely to be most effective as a salesperson:
 - When have you worked in these types of situations?
 - What did you enjoy most about these situations?
 - How did these situations impact your performance as a salesperson?
 - How could you capitalize on these situations further?
- Encourage them to consider the five situations where they are likely to be less effective as a salesperson:
 - When have you worked in these types of situations?
 - What impact did it have on your performance as a salesperson?
 - What types of sales roles should you be cautious of as a consequence of these situations?

2 Onboarding Considerations for Managers

- Read through the individual's report.
- Consider the types of situations within the role that align to those where the individual is likely to be more effective.
 - Identify where there is strong fit.
 - Consider how to further optimize the working environment for them.
- Review the situations where the individual is likely to be less effective.
 - Identify specific situations within the role that may be problematic.
 - Consider how to mitigate potential difficulties and support the individual in these scenarios.
- Discuss this report with the individual within their first week and agree on some key action points that will support their onboarding process.



About Saville Assessment, a WTW Company

Our mission is to transform assessment around the world. We enable organizations to identify potential, accelerate performance and achieve outstanding results. Our portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture. With representatives in over 80 countries we are transforming how organizations Hire, Build and Lead talent globally.



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