

This assessment is based on the responses given in the Extended DISC® Behavioural Analysis Questionnaire and the FinxS® Sales Competence Assessment. This assessment should not be the sole criterion for making decisions about this person. The purpose of this assessment is to provide supporting information for the respondent in self-development.

## Sam Sample

Organisation:

**FinxS**

Date:

**19.08.2021**



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Organisation:

Date:

**FinxS****19.08.2021****Introduction to the FinxS® Sales 18:**

This FinxS® Sales 18 is specifically intended to be used with your FinxS® Sales Competence Assessment. It is designed to help you to better understand and further develop your skills to successfully perform the 18 important competences for selling success as measured in your FinxS® Sales Assessment.

**How to use the FinxS® Sales 18:**

This assessment identifies your natural, hard-wired DISC behavioural tendencies in the same 18 competences of selling success, to allow you to discover the similarities and differences between your natural behavioural style and your current level of competence. Each of the 18 competences is deconstructed into individual behavioural competences, to allow for a very clear identification of your unique sales strengths and development areas.

You will notice that every behavioural competence shows an expectation score of "5". No one will ever score "5" on every competence. Rather, the expectation scores are the ideal, or target scores that are compared against your natural behavioural style.

As with your FinxS® Sales Competence Assessment, you will notice that you will agree with most of your results. However, you may have some reluctance to accept certain development areas. Again, this is a very normal reaction as it is always more difficult for everyone to explore their weakness or blind spots that are impeding their present level of success. Also, keep in mind the purpose of this assessment is to provide guidance as to how you can become even more successful. In addition, the scores do not measure any behavioural modifications that you make. It simply identifies your natural, unmodified DISC style.

Finally, it is highly recommended that you review your results with a professional facilitator or a sales coach who has been trained to interpret this FinxS® Sales 18, together with your FinxS® Sales Competence Assessment. They have been professionally trained to interpret both assessments and the consequences of your combined results, to develop a clear roadmap to your success.



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**FinxS****19.08.2021****Creating Your Road Map to Success with FinxS® Sales 18 and FinxS® Sales Competence Assessment:**

Ideally you will use FinxS® Sales 18 with your FinxS® Sales Competence Assessment. Doing so will allow you and your sales coach to distinctly identify and address the differences between your natural, hard-wired behavioural tendencies and your present competence levels.

You will be able to clearly calculate the differences between what your natural style predicts and what your present competences are, to discover if you are:

- performing better than your natural behavioural style predicts.
- not using your full potential.

The analysis of the above differences will help you and your sales coach to create a powerful development plan to make you more successful.

**Other Available Resources to Create Your Road Map to Success:**

While this assessment focuses on the important 18 sales competences, be sure to actively use your Extended DISC® Sales Professional Assessment. It will provide you with the map to more successful interactions with prospects and clients. You will learn:

1. The four main human behavioural styles.
2. Who you are and how others perceive you.
3. How to read prospects and clients to better understand them.
4. How to adjust your sales style to achieve your goals.

**Disclaimer:**

FinxS® Sales 18 results should never, and in no circumstances, be used as the sole criterion to make decisions. It is not designed, and cannot be used, to make "yes-no" recruiting decisions. One must always consider many other factors, such as skills, attitudes, intelligence, knowledge, education and experience that are not measured by this assessment.

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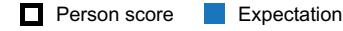
19.08.2021

## Prospecting

Active searching of new potential, qualified customers to ensure there is always sufficient opportunities to create new business. Among the prospecting activities are cold calling, asking for referrals, cultivating existing cold leads, and networking.



Competence Match Percentage: 75%



Prospecting match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

75% Behavioural Capacity

Prospecting score from FinxS® Sales Competence Assessment:

76% Prospecting

## Interpretation - "Behavioural Capacity" vs "Sales Competence score":

- A higher Behavioural Capacity indicates you are not using your full potential.
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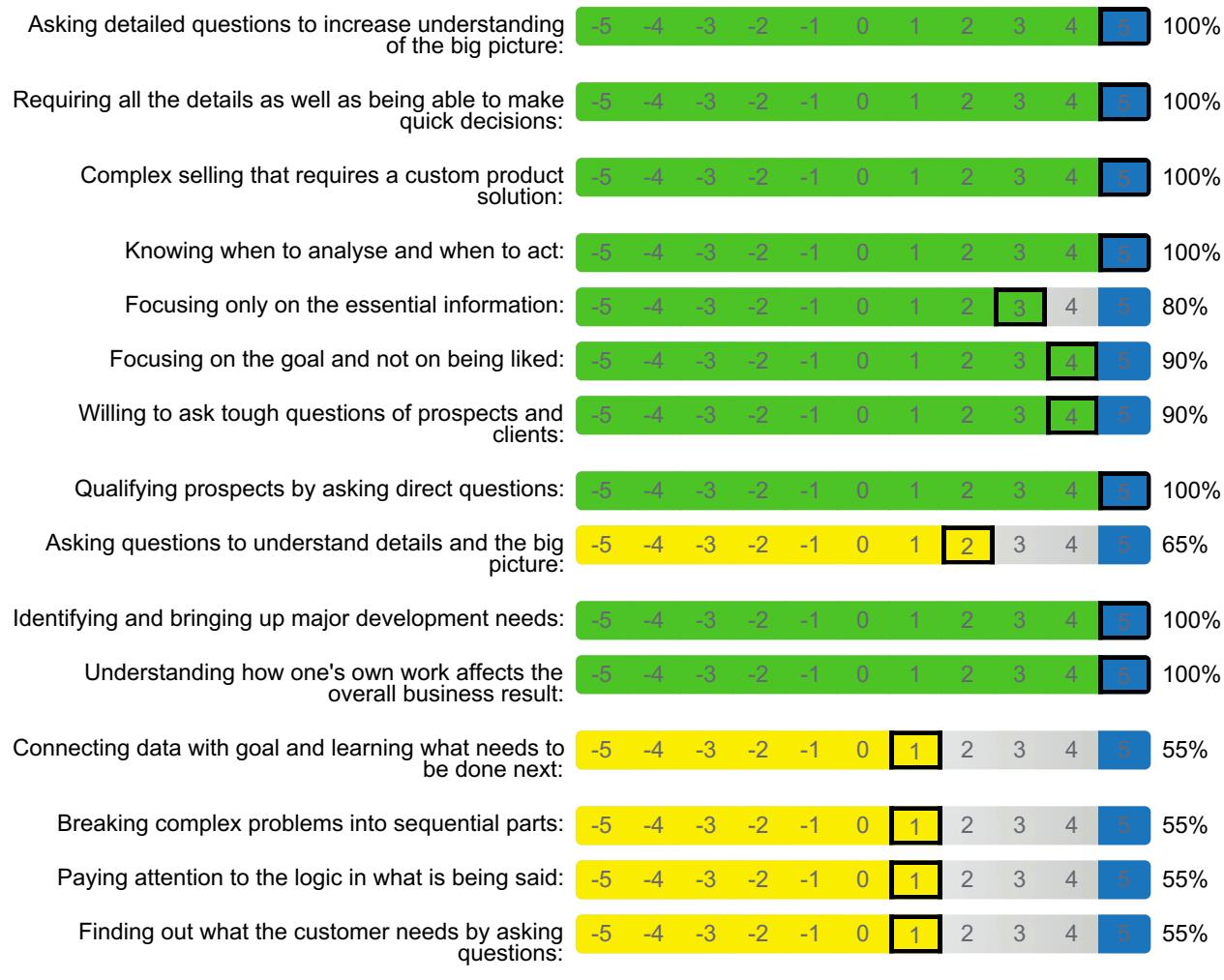
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## Qualifying

The systematic process of carefully verifying whether or not a prospect is willing and able to buy.



Qualifying match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

83% Behavioural Capacity 

Qualifying score from FinxS® Sales Competence Assessment:

67% Qualifying 

#### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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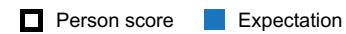
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**Building Rapport**

Creating, developing and maintaining an open and trusting atmosphere for honest communication and sharing of information.



Competence Match Percentage: 25%



Building Rapport match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

**25%** Behavioural Capacity



Building Rapport score from FinxS® Sales Competence Assessment:

**11%** Building Rapport


**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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## Following the Sales Process

Dutiful and diligent following of a systematic sales process to increase the success of the sales efforts.

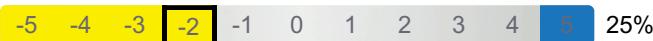
Methodically following the sales process:  25%

Systematically managing long and complex sales cycle:  25%

Very systematic and focused on the exact topic in hand:  25%

Managing long and complex sales cycle:  25%

Covering all the steps when providing client with information:  25%

Conducting repetitive tasks efficiently:  25%

Following of a process in a steady and exact way:  20%

Following a step-by-step plan to achieve the goals:  20%

Preferring routines in a "day-to-day" life:  25%

Consistently following the sales process:  20%

Systematic approach to acquiring new clients (prospecting):  20%

Having patience to complete a task:  20%

Managing long and complex sales cycle with persistent follow-up:  25%

Pleasant in doing routine work and helper of others:  25%

Staying on task till completion:  55%

Competence Match Percentage: 25% □ Person score    ■ Expectation

Following the Sales Process match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

**25%** Behavioural Capacity 

Following the Sales Process score from FinxS® Sales Competence Assessment:

**11%** Following the Sales Process 

#### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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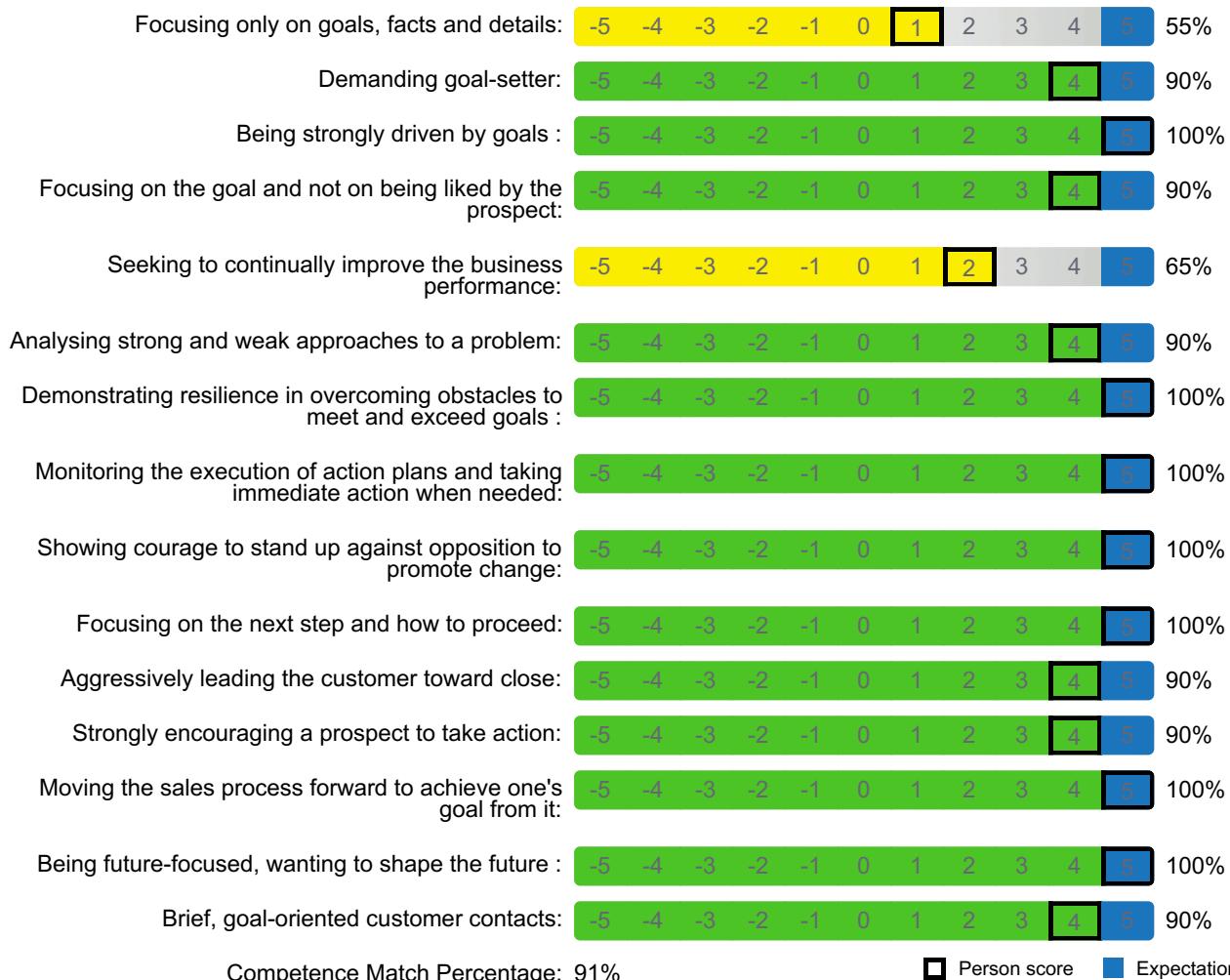
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## Goal Orientation

Disposition toward developing and demonstrating ability to achieve higher levels of performance and success.



Goal Orientation match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

91% Behavioural Capacity 

Goal Orientation score from FinxS® Sales Competence Assessment:

11% Goal Orientation 

## Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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**Needing Approval**

Respecting the prospects and wanting to keep them positive throughout the sales process. Wanting to understand how the prospect feels.



Needing Approval match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

**24%** Behavioural Capacity 

Needing Approval score from FinxS® Sales Competence Assessment:

**11%** Needing Approval 

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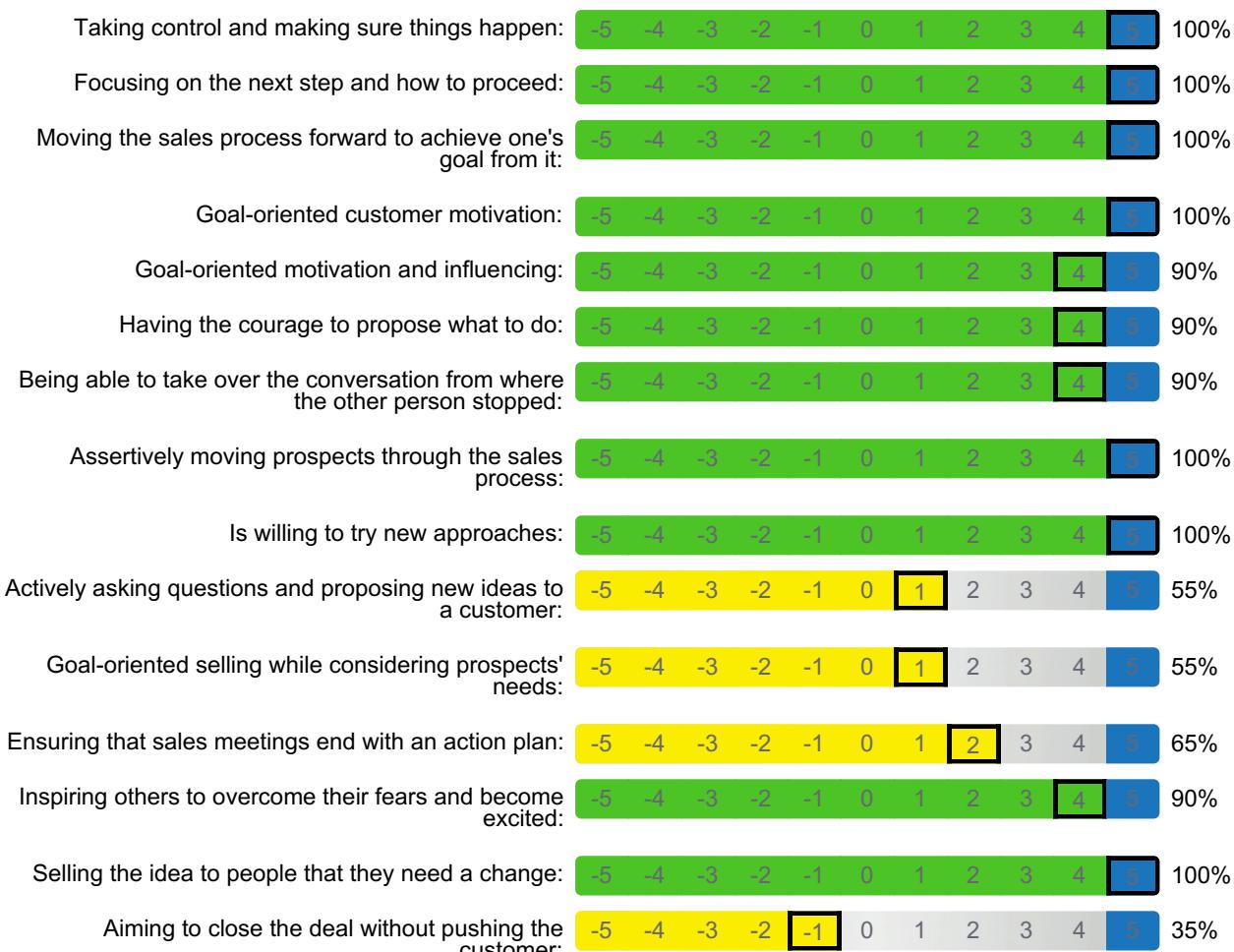
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## Controlling the Sales Process

Actively taking charge of every step of the sales process by clearly defining and agreeing upon all the steps and possible outcomes with the prospect. The purpose is to help guide the prospect toward a decision.



Competence Match Percentage: 85%

Controlling the Sales Process match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

85% Behavioural Capacity

Controlling the Sales Process score from FinxS® Sales Competence Assessment:

11% Controlling the Sales Process

## Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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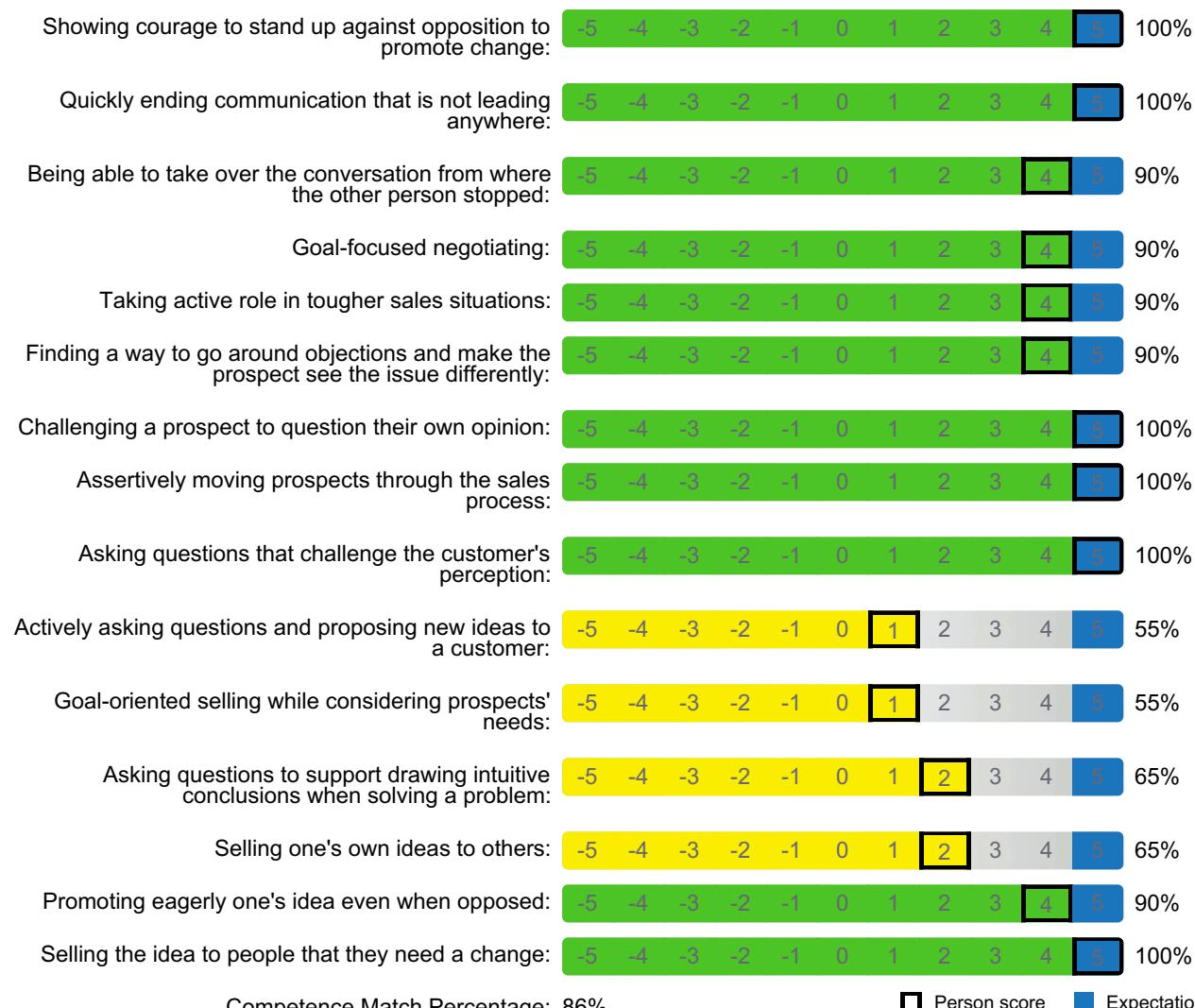
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**Handling Objections**

Dealing effectively with statements or questions raised by prospects that imply an unwillingness to buy at the present time.



Handling Objections match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

86% Behavioural Capacity 

Handling Objections score from FinxS® Sales Competence Assessment:

38% Handling Objections 

**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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## Questioning Effectiveness

A structured and effective way of using well thought-out questions to reveal the prospect's true issues and challenges. Questions are used not only to help the prospect to share important and necessary information to discover if the solution can solve their problem, but also aid them in self-discovering previously unidentified issues.

Asking detailed questions to increase understanding of the big picture:  100%

Identifying the goal and focusing solely on it:  80%

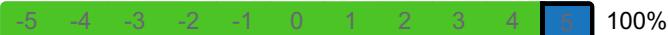
Willing to ask tough questions of prospects and clients:  90%

Focusing only on the essential information:  80%

Analysing strong and weak approaches to a problem:  90%

Understanding what skills an organisation needs and it currently has:  100%

Creating a variety of approaches to problem solving:  100%

Qualifying prospects by asking direct questions:  100%

Being able to take over the conversation from where the other person stopped:  90%

Challenging a prospect to question their own opinion:  100%

Focusing on the next step and how to proceed:  100%

Asking questions that challenge the customer's perception:  100%

Identifying and bringing up major development needs:  100%

Finding a logic in what the other person is saying and challenging it:  65%

Challenging the other person to change their opinion:  100%

Competence Match Percentage: 93%

 Person score  Expectation

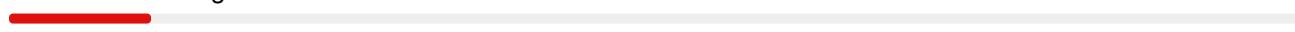
Questioning Effectiveness match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

93% Behavioural Capacity



Questioning Effectiveness score from FinxS® Sales Competence Assessment:

11% Questioning Effectiveness



#### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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**Active Listening**

Actively hearing and explicitly attempting to comprehend the meaning of the prospect's communication.



Competence Match Percentage: 25%

 Person score  Expectation

Active Listening match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

25% Behavioural Capacity

Active Listening score from FinxS® Sales Competence Assessment:

22% Active Listening

**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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**Critical Thinking**

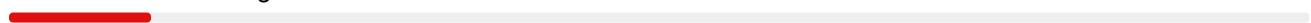
The mental process of actively and skillfully conceptualising, applying, analysing, synthesising, and evaluating information, to discover if there is connection between the prospect's challenges and the sales professional's solution.



Critical Thinking match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

81% Behavioural Capacity 

Critical Thinking score from FinxS® Sales Competence Assessment:

11% Critical Thinking 

**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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**Initiative**

The aspiration to achieve something, or to succeed, accompanied with motivation, determination and an internal drive to continually perform at a higher level.

Strong emphasis on managing details and finding ways to improve them:  35%

Sustaining a permanent state of change toward perfection:  100%

Taking control and making sure things happen:  100%

Being strongly driven by goals:  100%

Taking initiative to develop new business opportunities:  100%

Demonstrating resilience in overcoming obstacles to meet and exceed goals:  100%

Being a tough decision-maker:  90%

Showing courage to stand up against opposition to promote change:  100%

Constantly driving to achieve higher levels of performance:  65%

Taking initiative to achieve goals:  90%

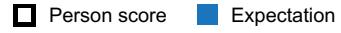
Taking initiative:  80%

Stepping 'up a gear' to cope with change:  100%

Acting independently with no instructions:  100%

Getting involved and taking action during crises:  100%

Pushing ideas through:  65%

Competence Match Percentage: 88% 

Initiative match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

88% Behavioural Capacity 

Ambition and Initiative score from FinxS® Sales Competence Assessment: \_\_\_\_\_

11% Initiative 

**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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## Presenting

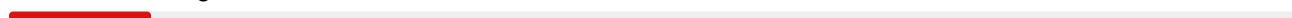
The act of skillfully and compellingly communicating the proposed solution's effectiveness in solving the prospect's issues.



Presenting match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

83% Behavioural Capacity 

Presenting score from FinxS® Sales Competence Assessment:

11% Presenting 

#### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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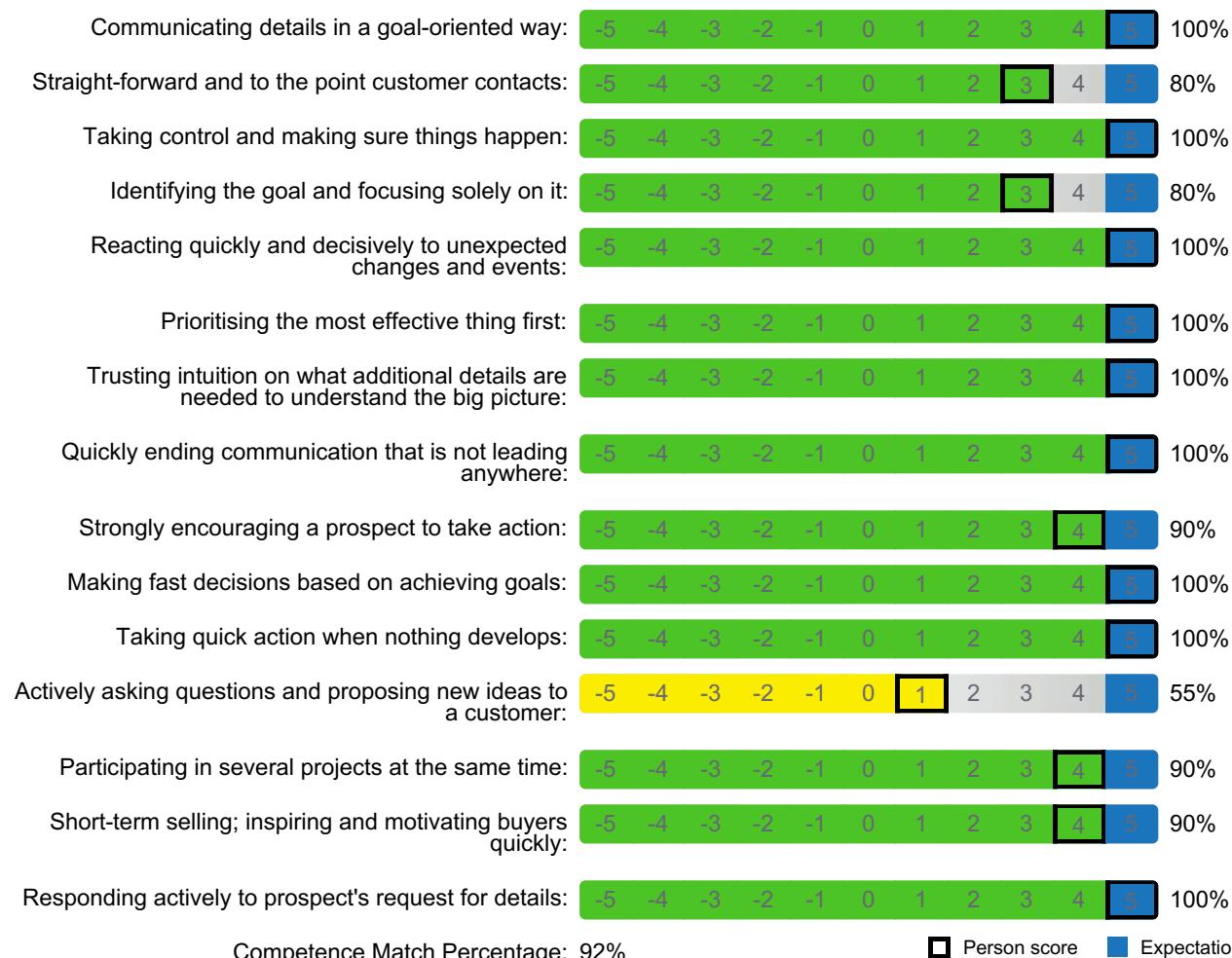
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## Time Management

The ability to use one's time effectively or productively, especially in their sales role. It is the process of organising and planning how to productively divide time between specific sales activities.



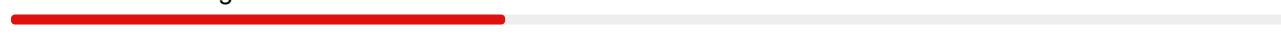
Time Management match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

92% Behavioural Capacity



Time Management score from FinxS® Sales Competence Assessment:

38% Time Management



### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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**Dealing with Failure**

The ability to recover from setbacks and losses while gaining resiliency and ability to better deal with adversity.



Dealing with Failure match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

92% Behavioural Capacity

Dealing with Failure score from FinxS® Sales Competence Assessment:

11% Dealing with Failure

**Interpretation - "Behavioural Capacity" vs "Sales Competence score":**

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**Determined Competitiveness**

Having a strong desire to be better and be more successful than others and to never lose. Consistently and persistently striving to improve the level of performance to win at any cost.



Determined Competitiveness match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

87% Behavioural Capacity 

Determined Competitiveness score from FinxS® Sales Competence Assessment:

11% Determined Competitiveness 

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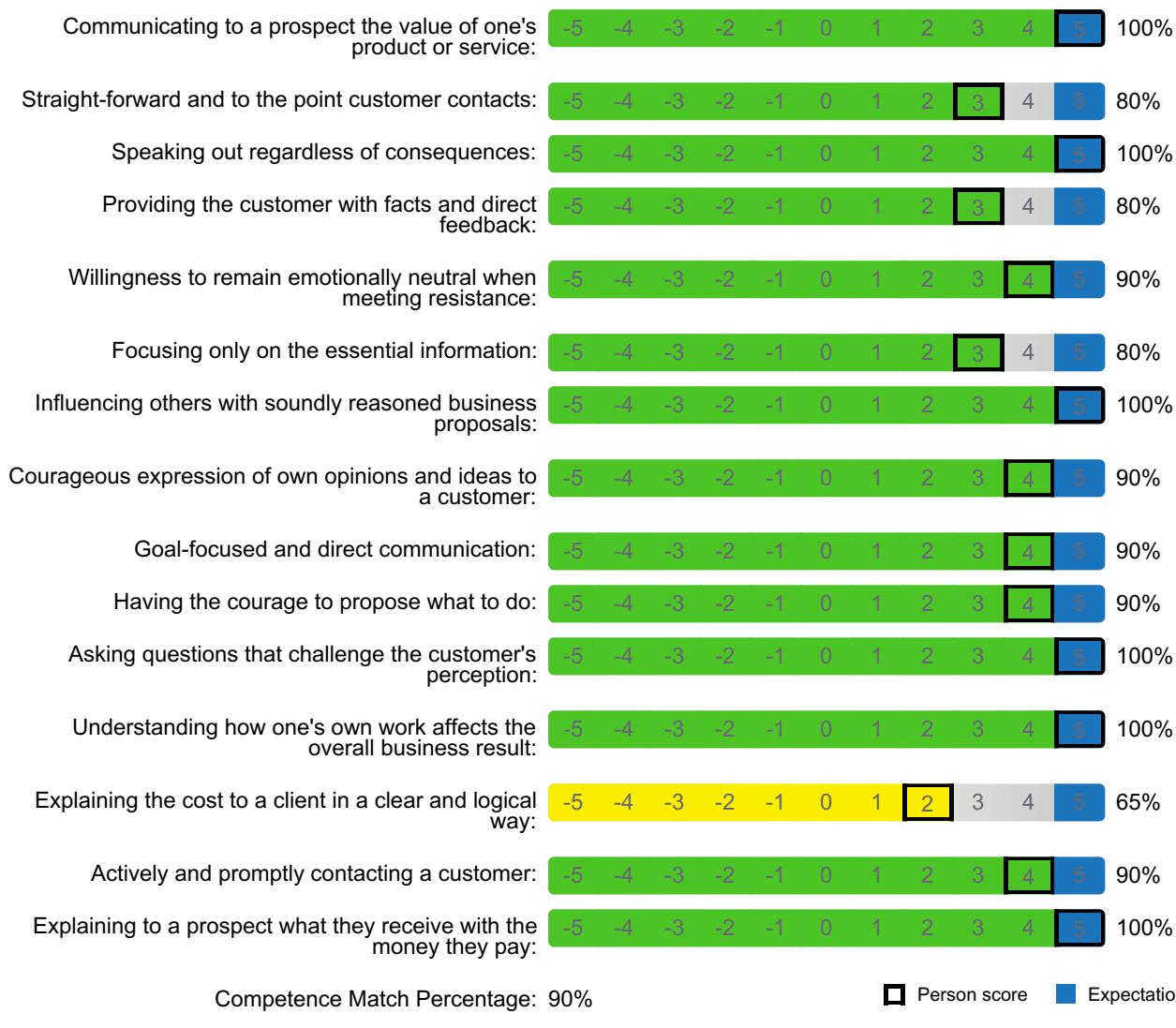
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## Money Concept

Objective and non-emotional views and beliefs about money. It is seen as an abundant resource that is simply used to measure performance and obtain things and lifestyle.



Money Concept match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis:

90% Behavioural Capacity



Money Concept score from FinxS® Sales Competence Assessment:

11% Money Concept



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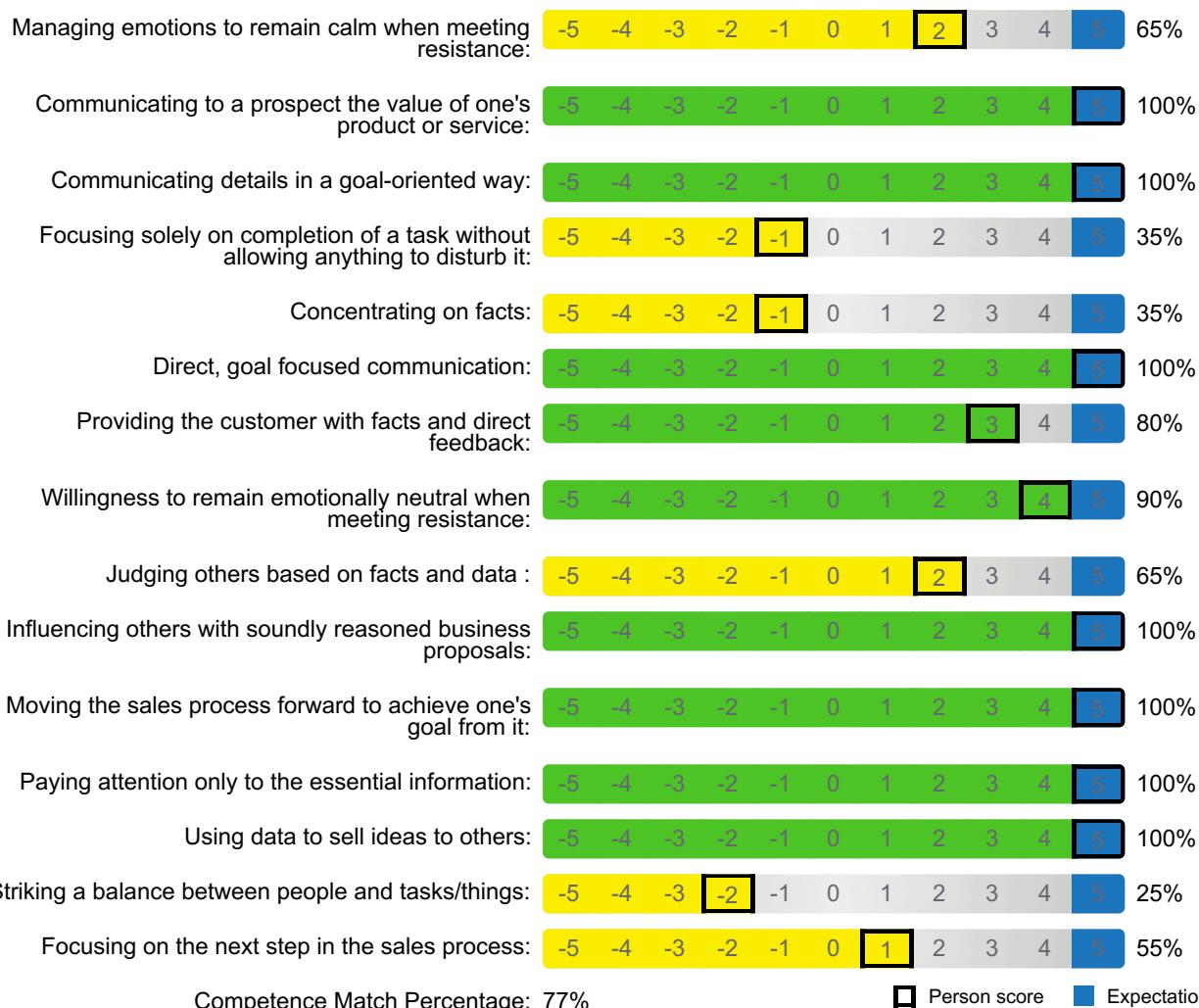
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## Emotional Distance

The ability to avoid getting engaged in the sales process with one's own or the prospect's emotions. It shields the sales professional from reacting emotionally instead of objectively and rationally.



Emotional Distance match-% (Behavioural Capacity) from Extended DISC® Behavioural Analysis

77% Behavioural Capacity 

Emotional Distance score from FinxS® Sales Capacity Assessment:

67% Emotional Distance 

#### Interpretation - "Behavioural Capacity" vs "Sales Competence score":

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