

# FinxS® Sales 18 (Job Template + Flexibility Zones)



This assessment is based on the responses given in the Extended DISC® Behavioural Analysis Questionnaire. 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**



**Sam Sample**

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.



**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.

Sam Sample

Organisation:

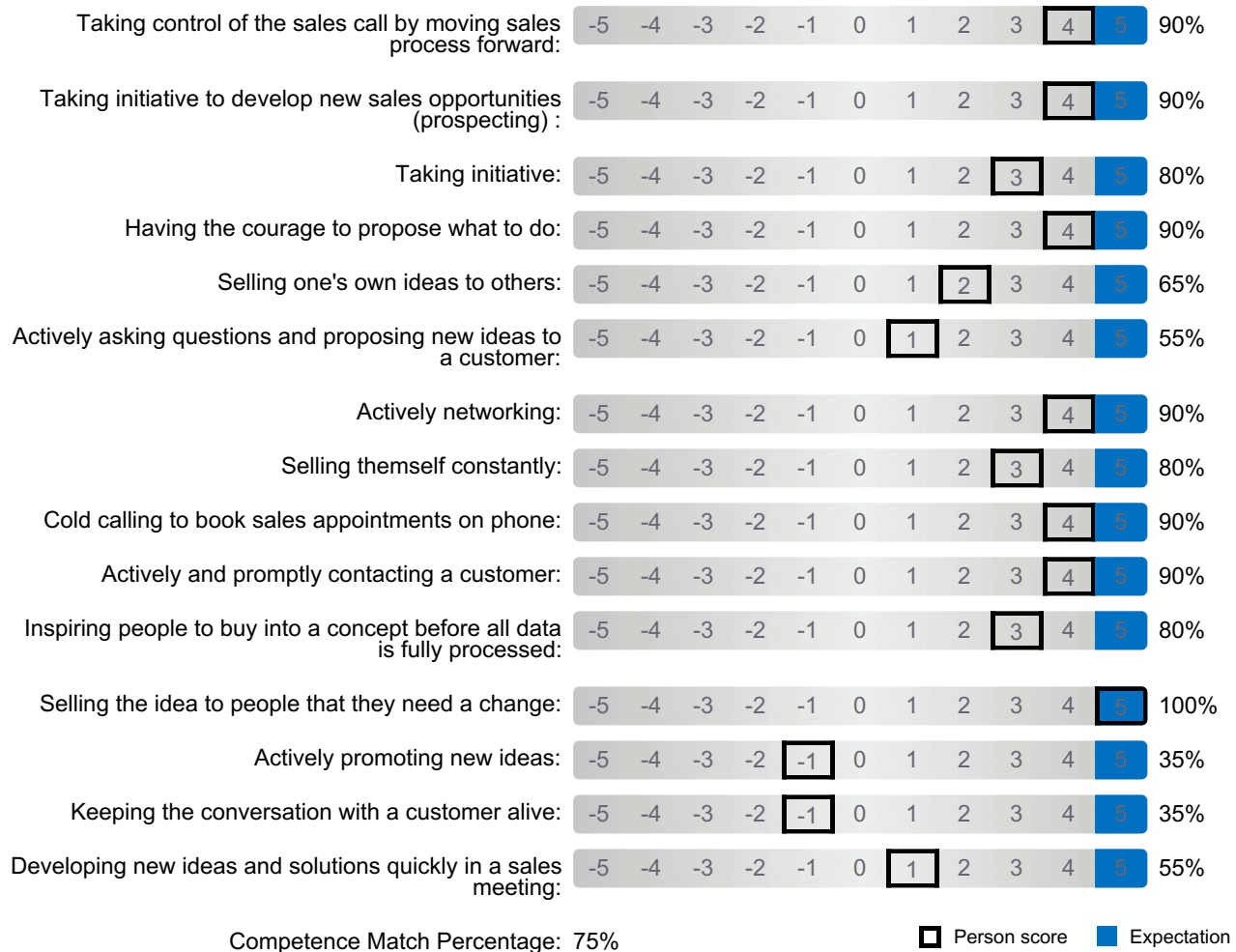
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## Prospecting

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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

Organisation:

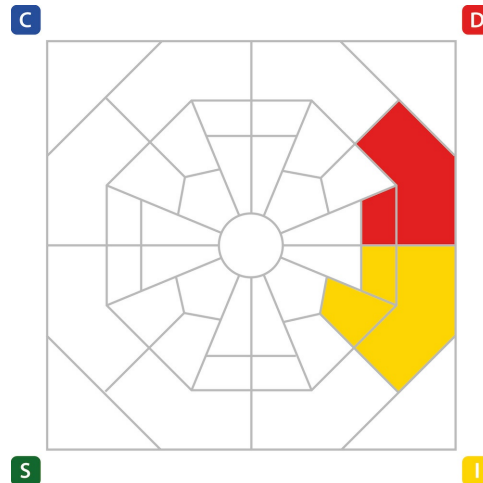
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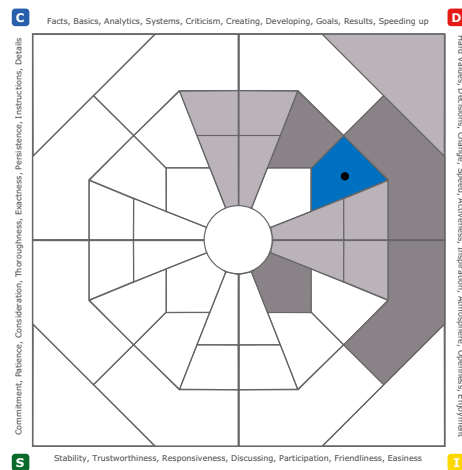
## Prospecting - Required Behaviours

Below is the visual representation of the required behaviours to succeed in prospecting, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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## Qualifying

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



Competence Match Percentage: 83%

□ Person score ■ Expectation

Identify your key strengths and development areas for this sales competence.

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Sam Sample

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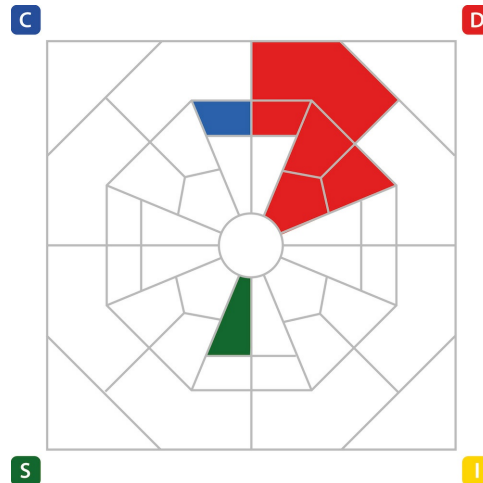
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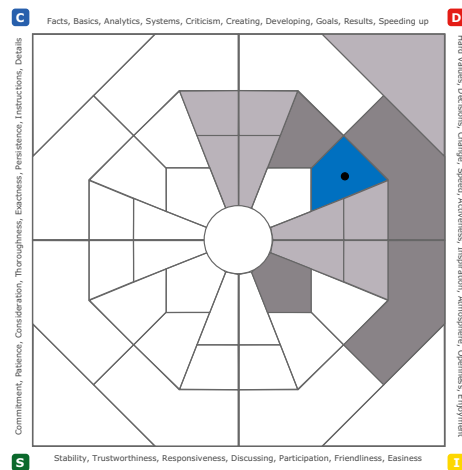
## Qualifying - Required Behaviours

Below is the visual representation of the required behaviours to succeed in qualifying, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

Organisation:

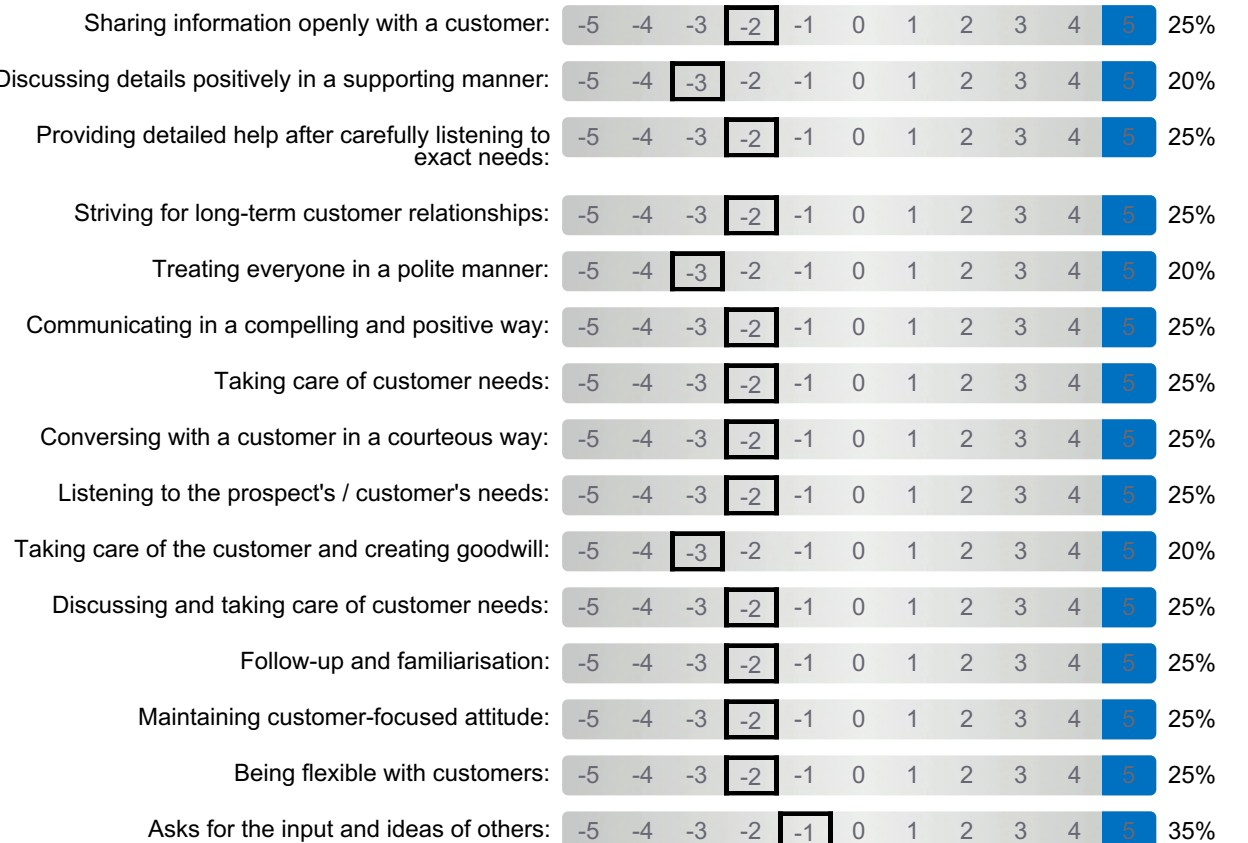
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## Building Rapport

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



Competence Match Percentage: 25%

□ Person score    ■ Expectation

Identify your key strengths and development areas for this sales competence.

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Sam Sample

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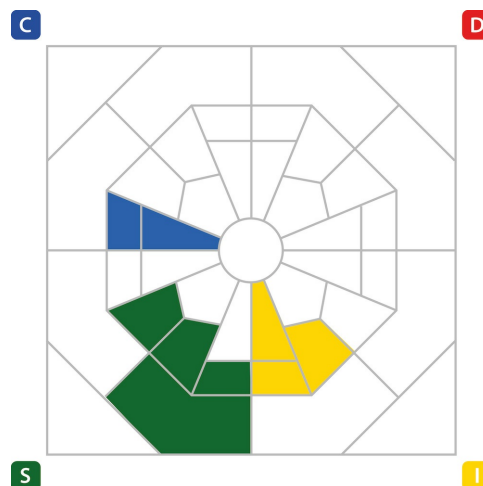
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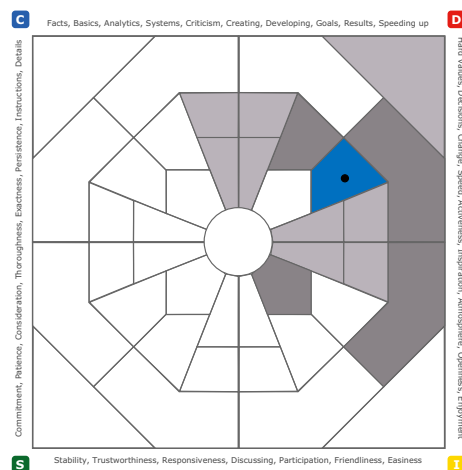
## Building Rapport - Required Behaviours

Below is the visual representation of the required behaviours to succeed in building rapport, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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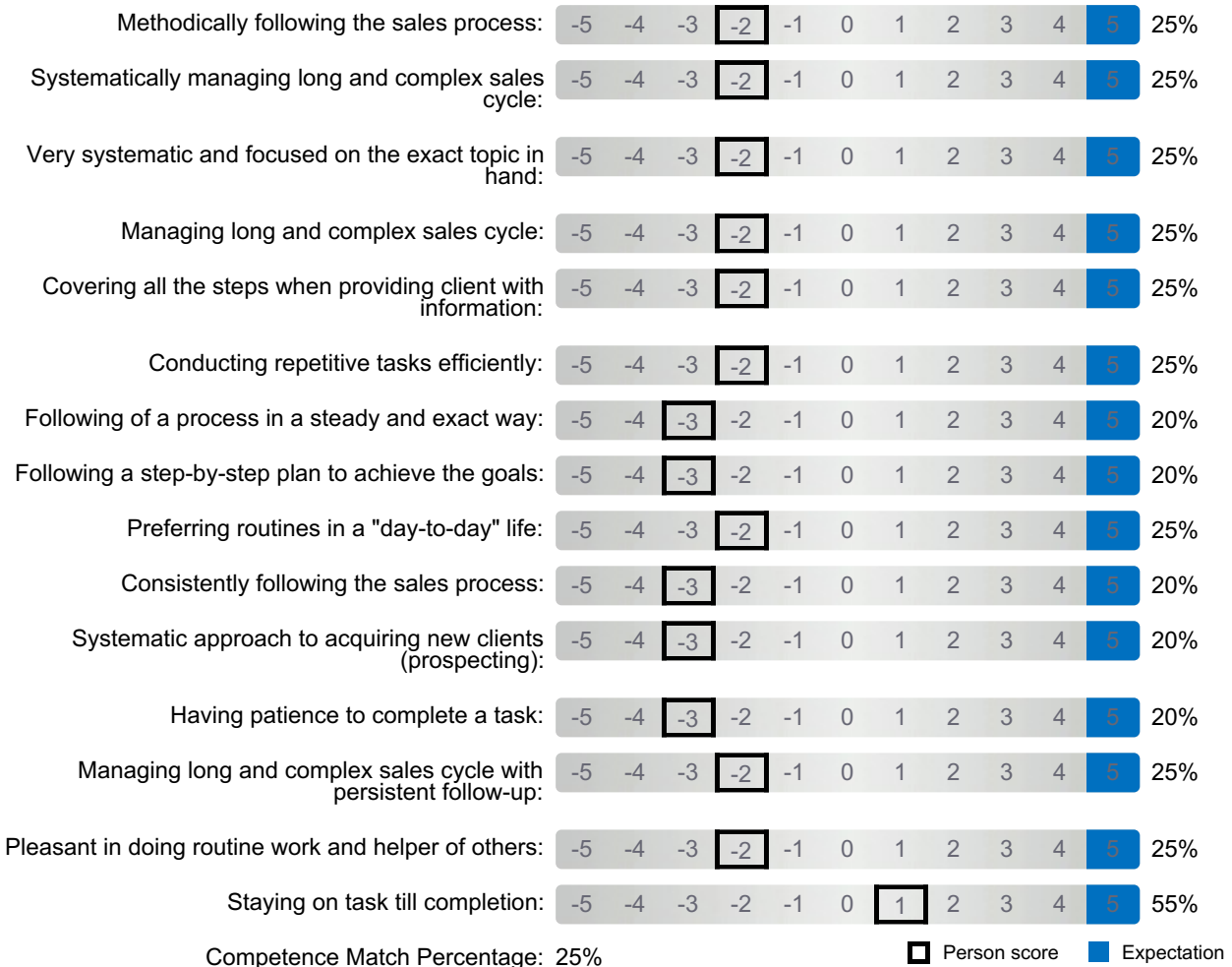
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## Following the Sales Process

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



Identify your strengths and development area for this sales competence.

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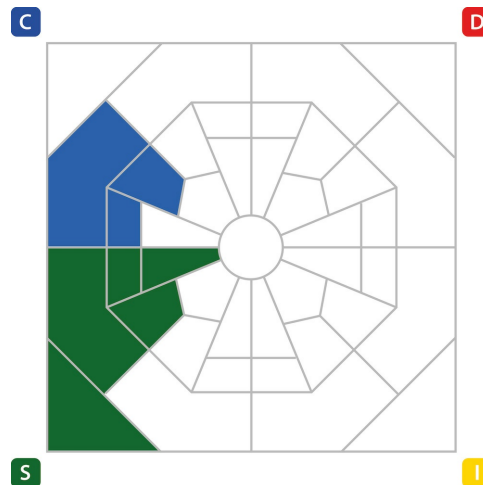
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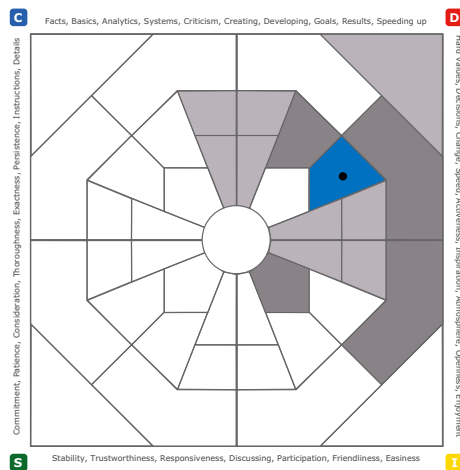
## Following the Sales Process - Required Behaviours

Below is the visual representation of the required behaviours to succeed in Following the Sales Process, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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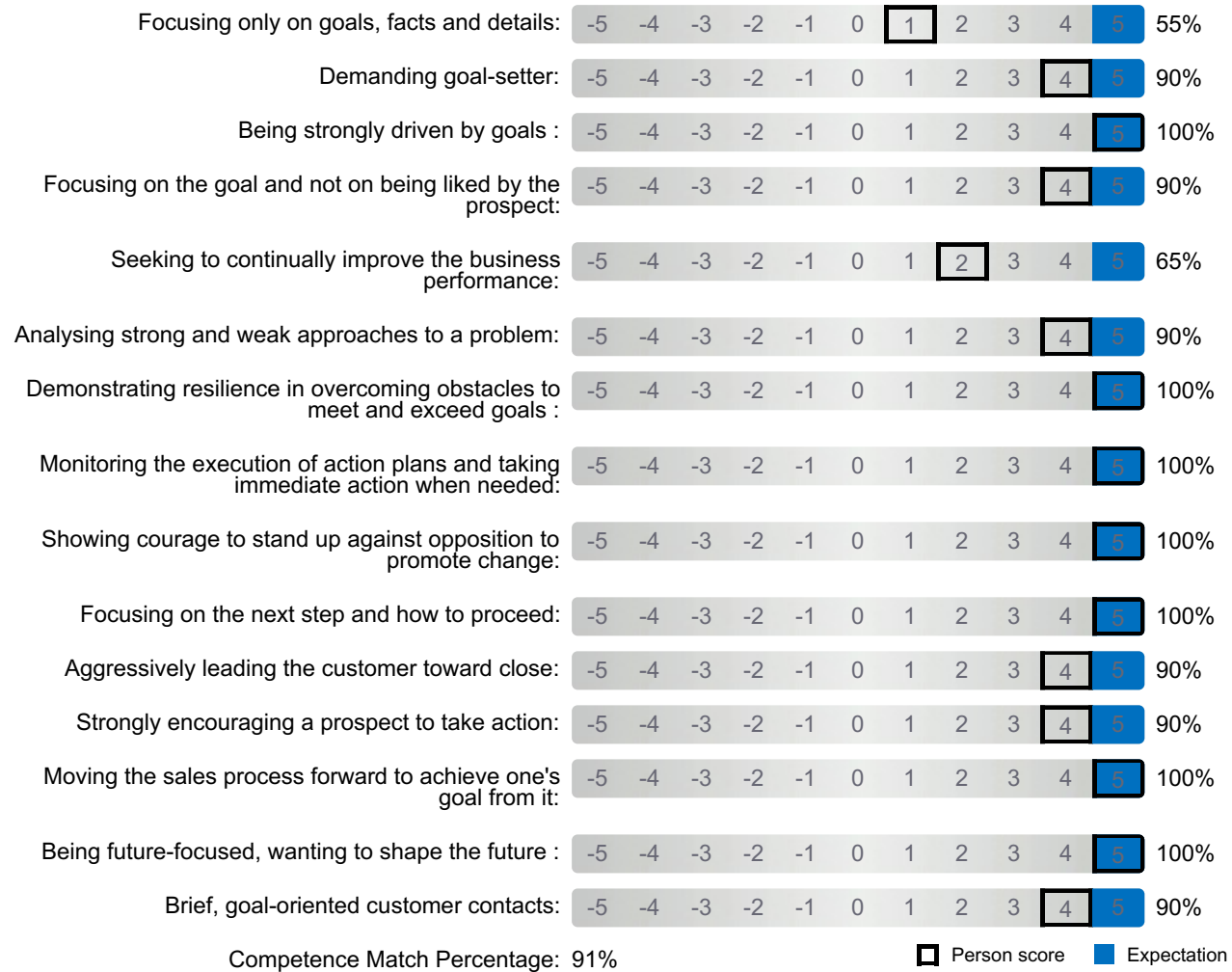
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## Goal Orientation

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



Identify your key strengths and development areas for this sales competence.

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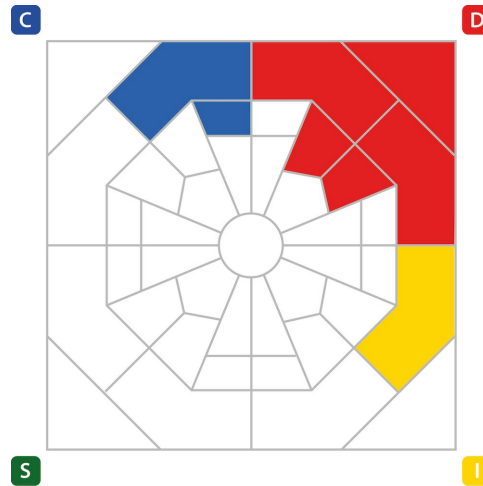
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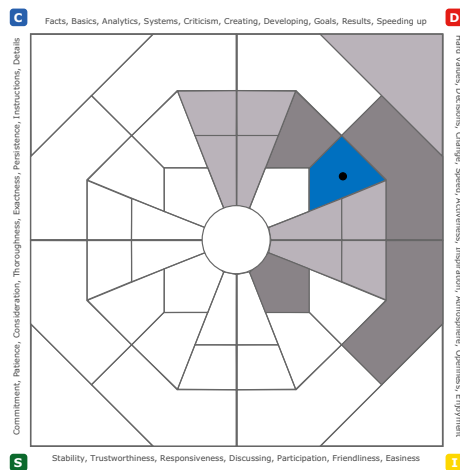
## Goal Orientation - Required Behaviours

Below is the visual representation of the required behaviours to succeed in goal orientation, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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## Gaining Trust

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



Identify your key strengths and development areas for this sales competence.

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Sam Sample

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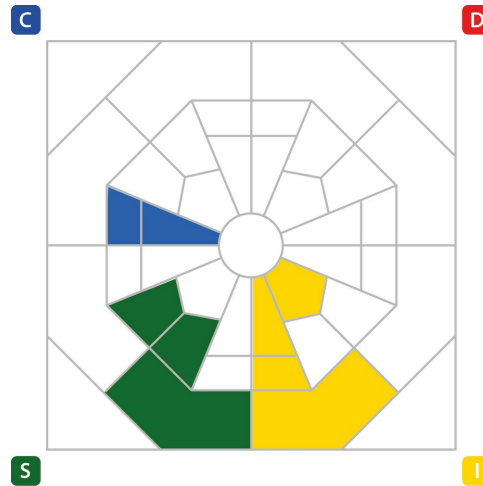
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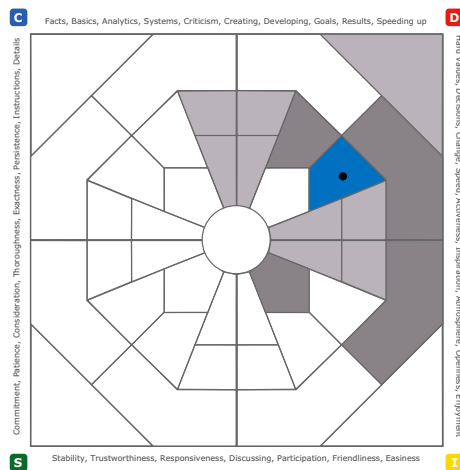
## Gaining Trust - Required Behaviours

Below is the visual representation of the required behaviours to succeed in Gaining Trust, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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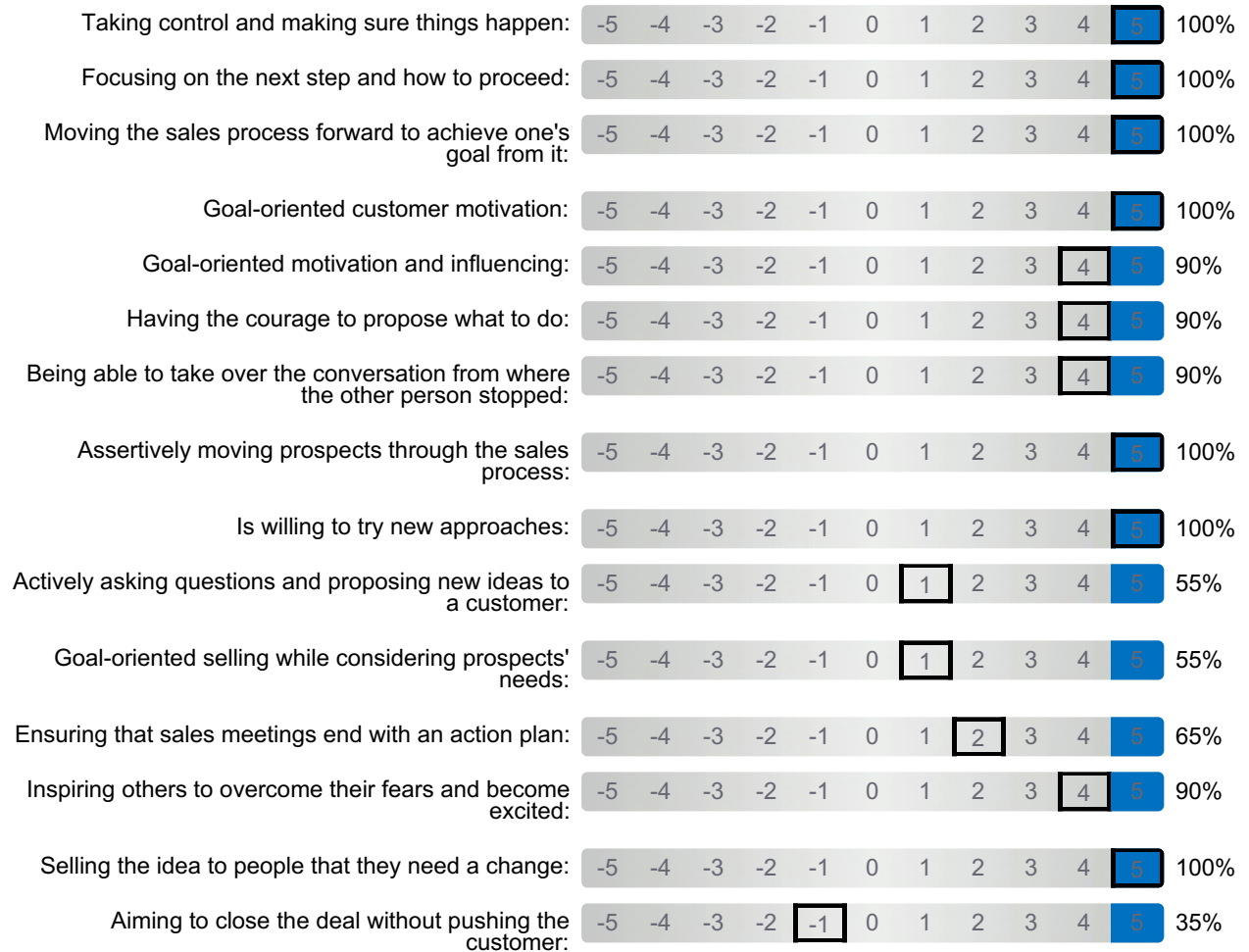
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## Controlling the Sales Process

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%

□ Person score ■ Expectation

Identify your key strengths and development areas for this sales competence.

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Sam Sample

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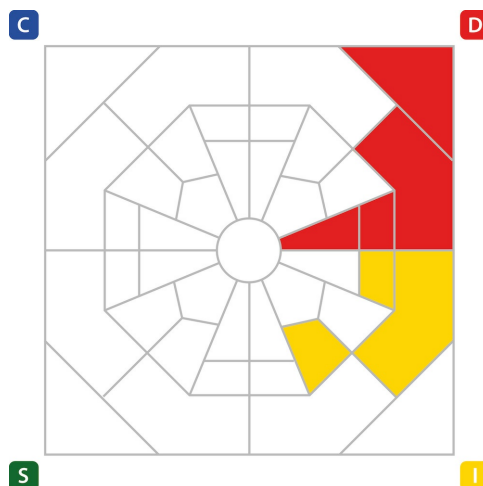
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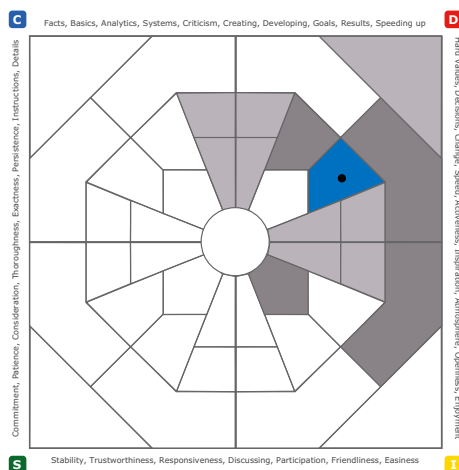
## Controlling the Sales Process - Required Behaviours

Below is the visual representation of the required behaviours to succeed in controlling the sales process, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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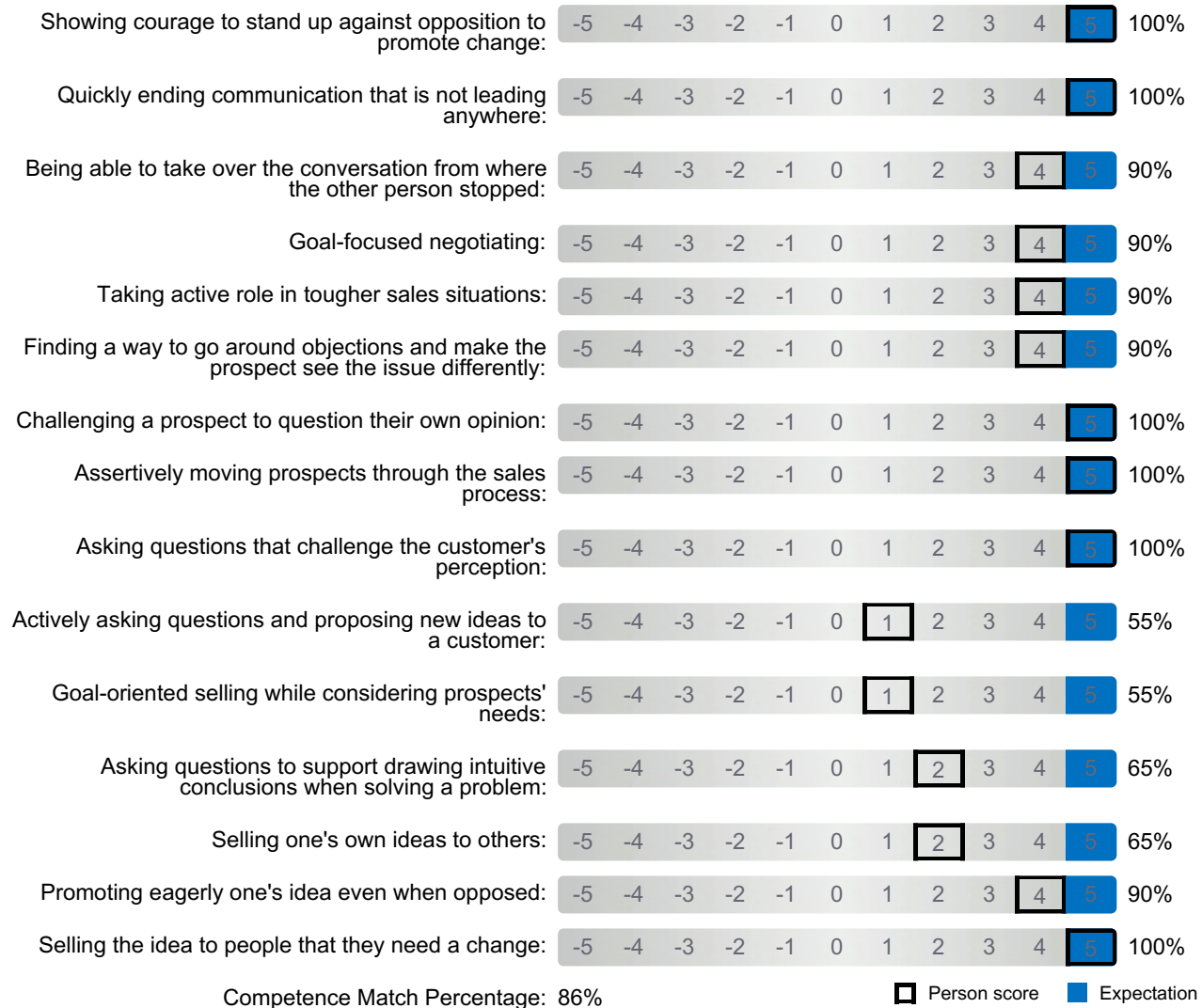
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## Handling Objections

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



Identify your key strengths and development areas for this sales competence.

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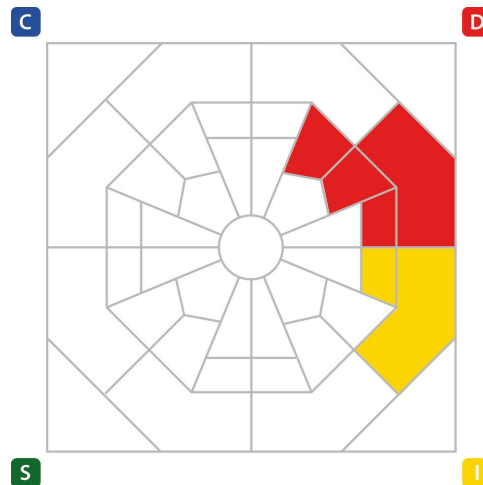
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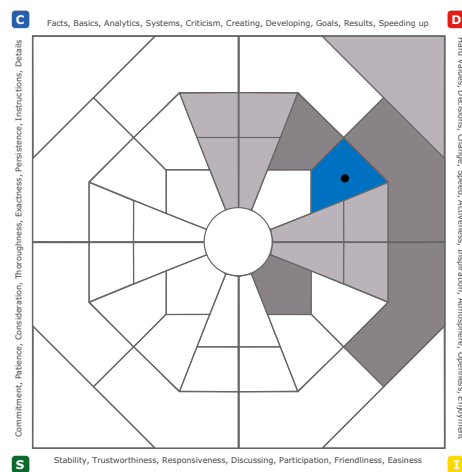
## Handling Objections - Required Behaviours

Below is the visual representation of the required behaviours to succeed in handling objections, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

Organisation:

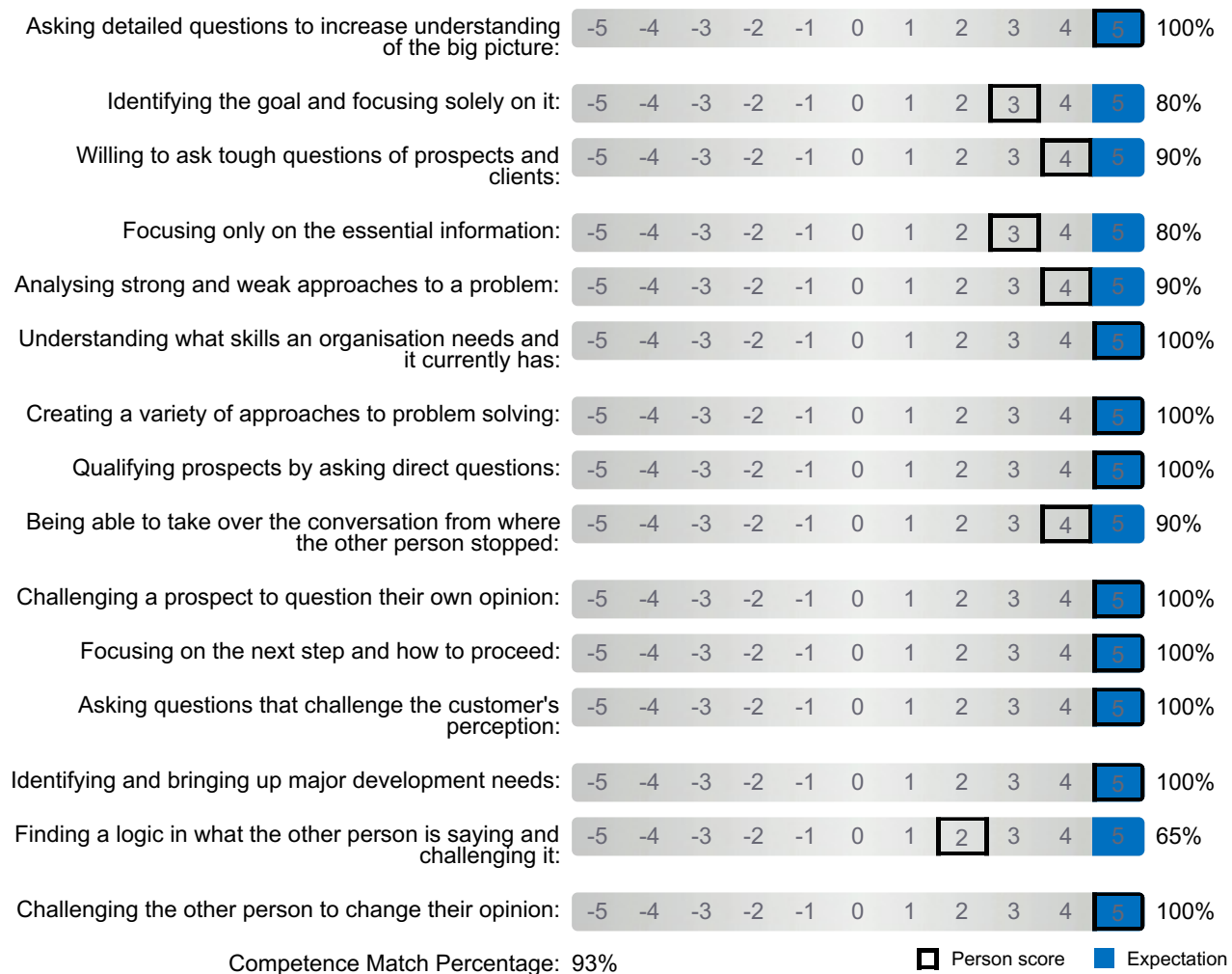
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## Questioning Effectiveness

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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

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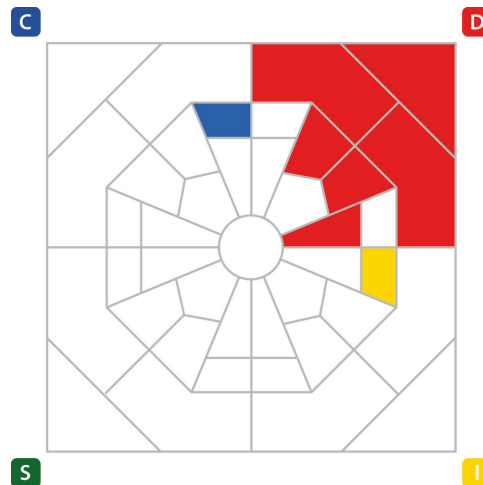
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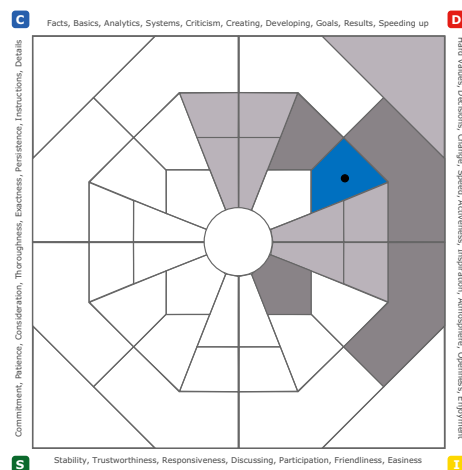
## Questioning Effectiveness - Required Behaviours

Below is the visual representation of the required behaviours to succeed in questioning effectiveness, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

Organisation:

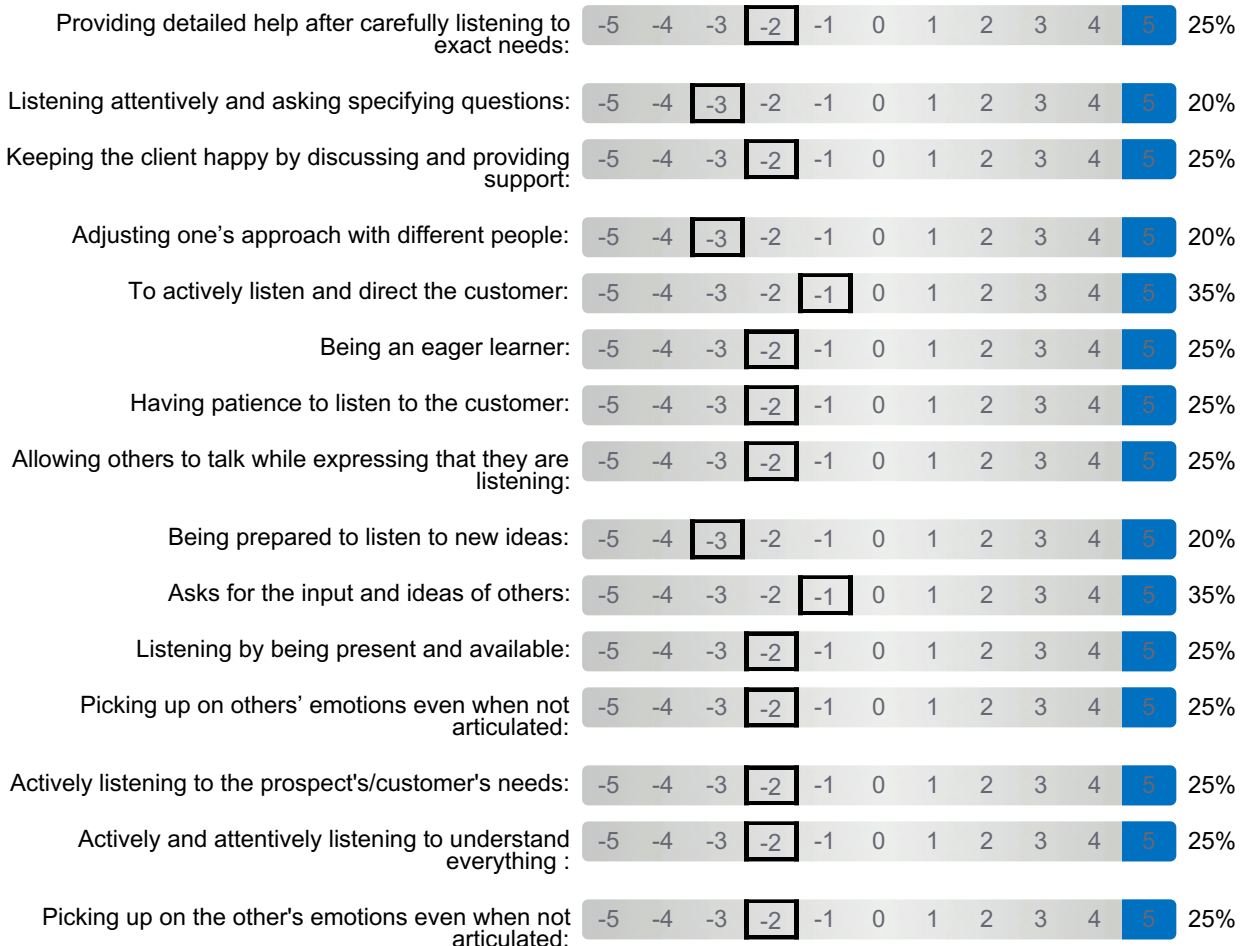
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## Active Listening

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



Competence Match Percentage: 25%

□ Person score ■ Expectation

Identify your key strengths and development areas for this sales competence.

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Sam Sample

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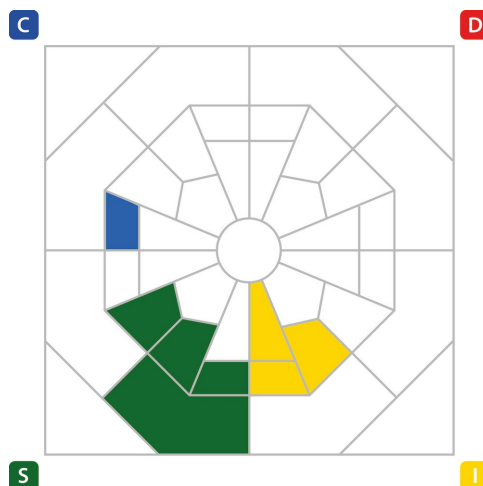
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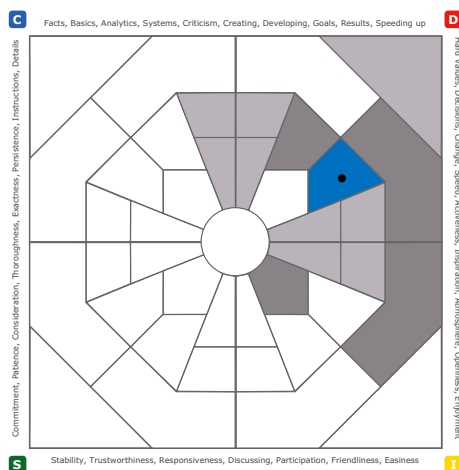
## Active Listening - Required Behaviours

Below is the visual representation where the required behaviours to succeed in active listening, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

Organisation:

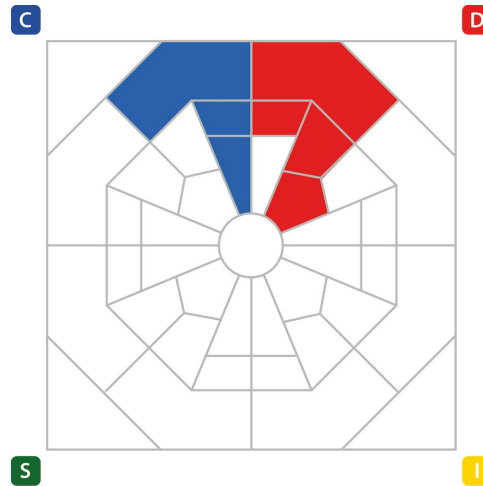
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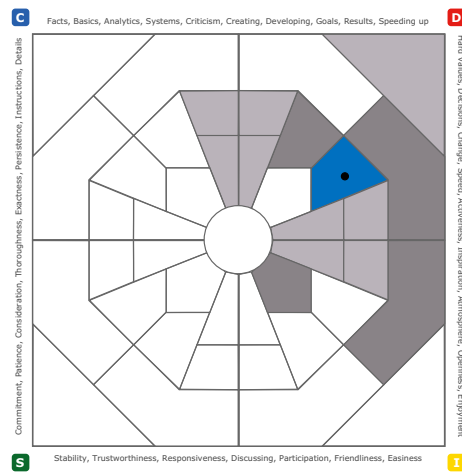
## Critical Thinking - Required Behaviours

Below is the visual representation where the required behaviours to succeed in critical thinking, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

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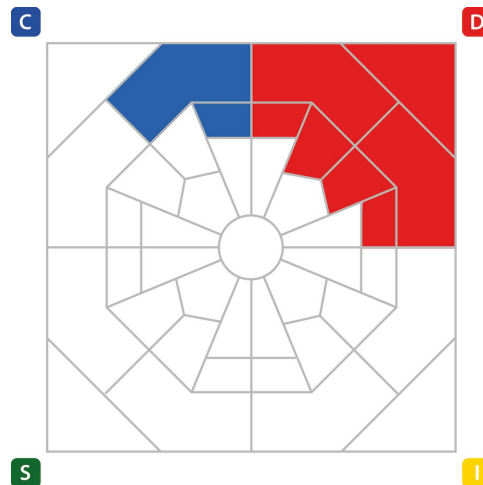
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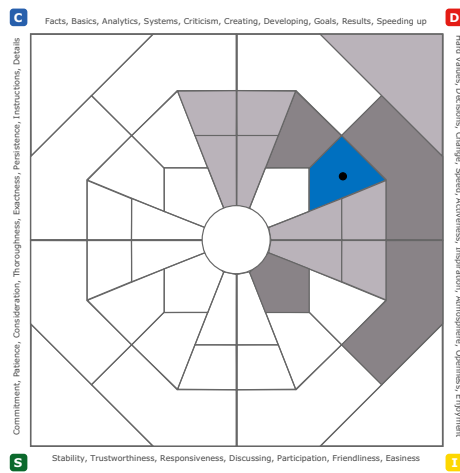
## Initiative - Required Behaviours

Below is the visual representation of the required behaviours to succeed in Initiative, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

Organisation:

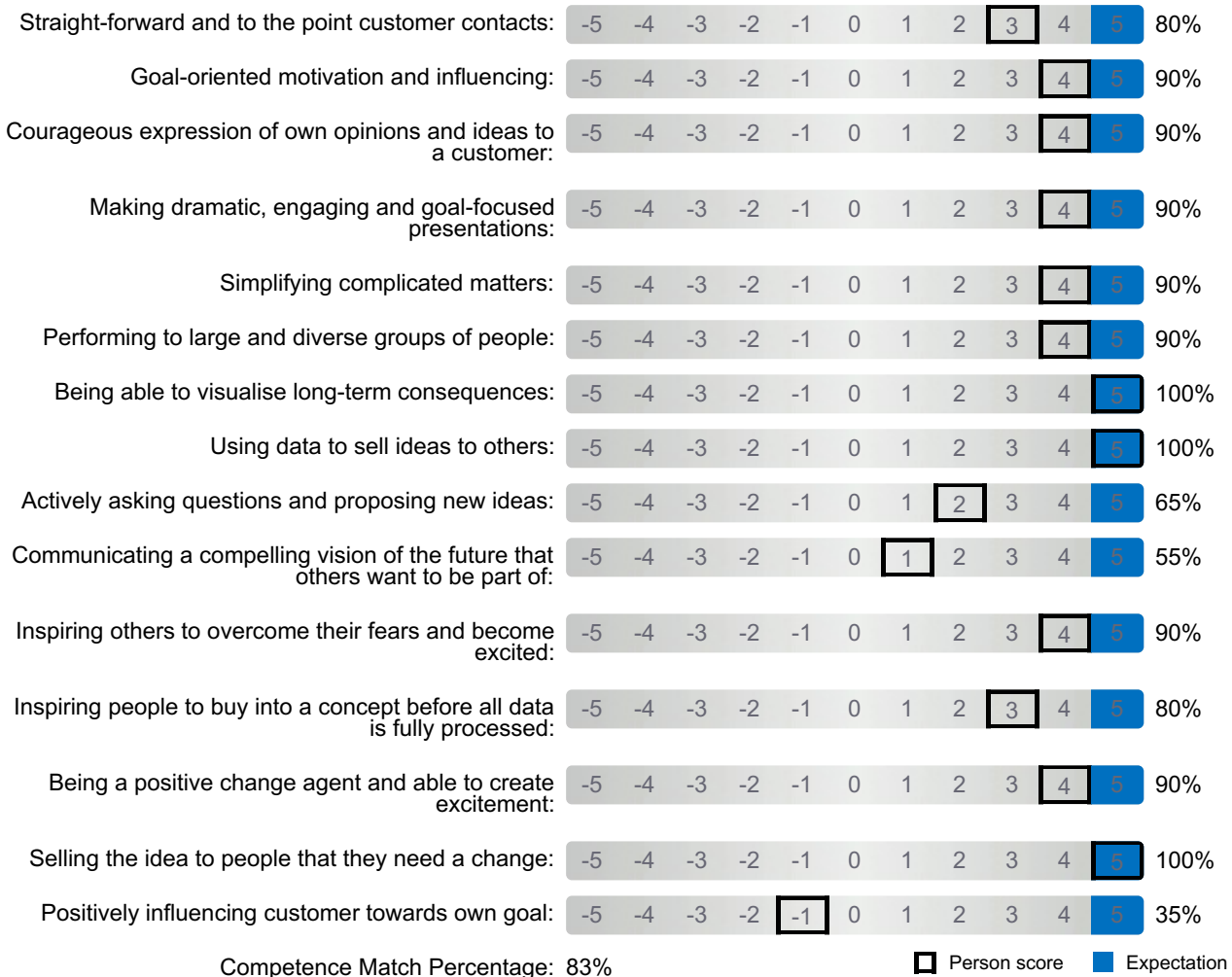
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## Presenting

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



Identify your key strengths and development areas for this sales competence.

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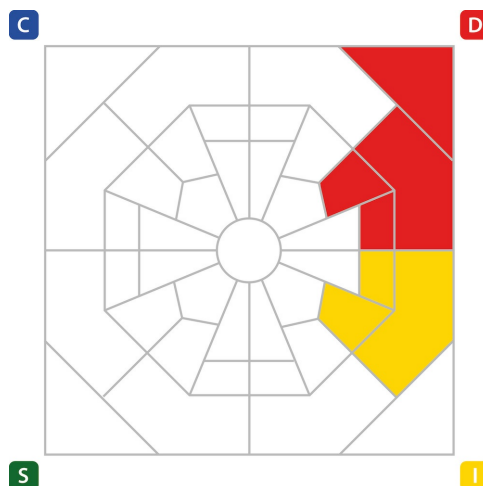
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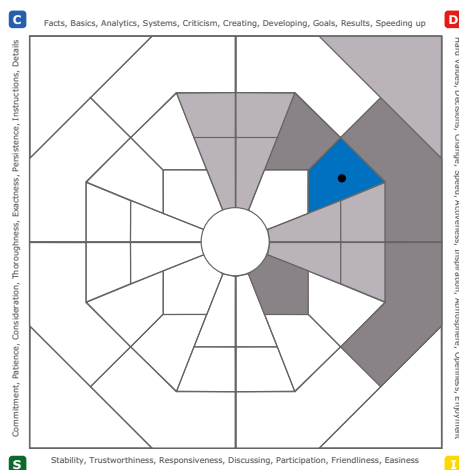
## Presenting - Required Behaviours

Below is the visual representation of the required behaviours to succeed in presenting, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

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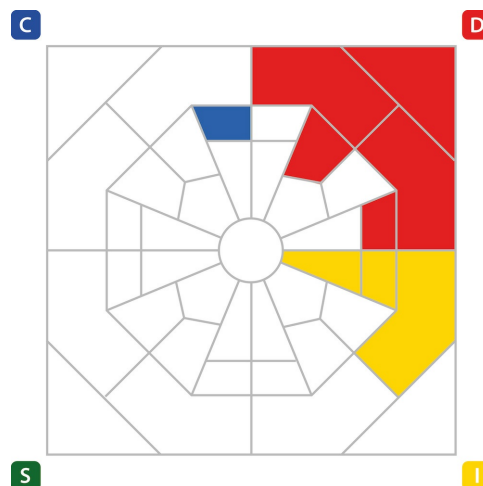
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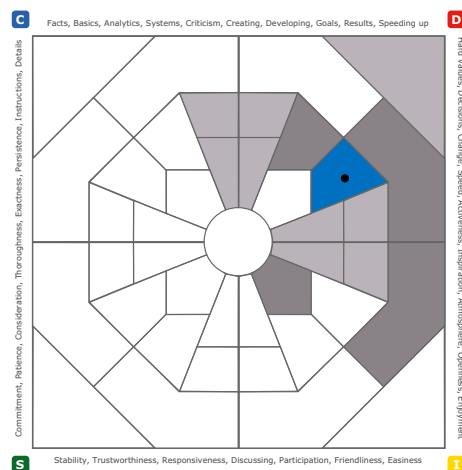
## Time Management - Required Behaviours

Below is the visual representation where the required behaviours to succeed in time management are located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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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.



Identify your key strengths and development areas for this sales competence.

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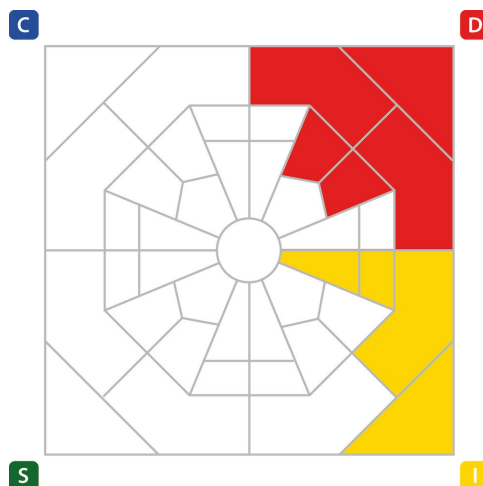
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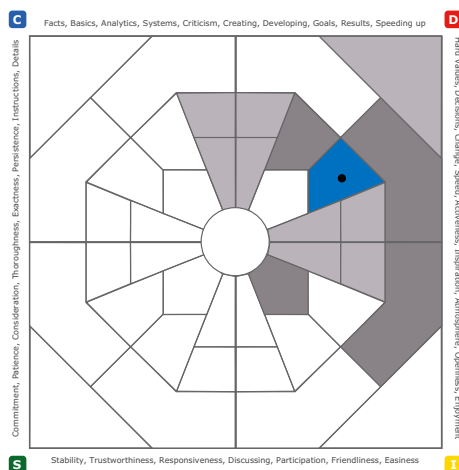
## Dealing with Failure - Required Behaviours

Below is the visual representation of the required behaviours to succeed in qualifying, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Identify your strengths and development area for this sales competence

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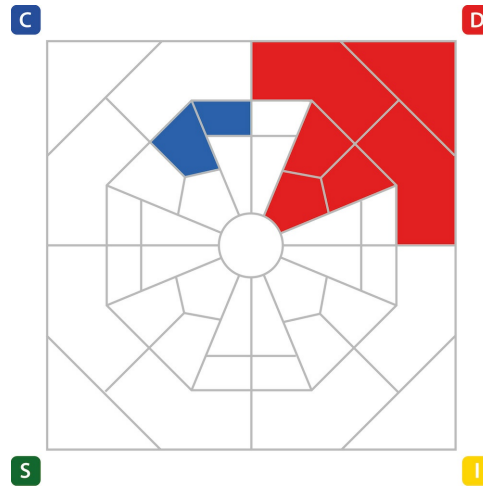
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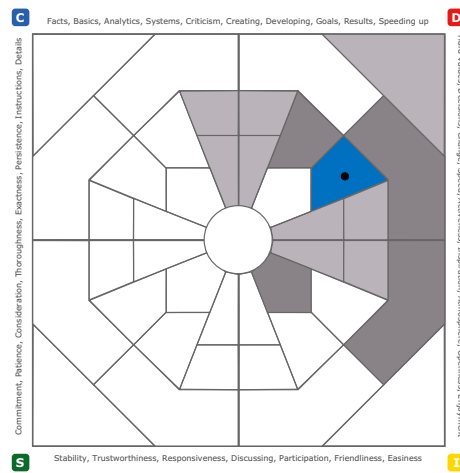
## Determined Competitiveness - Required Behaviours

Below is the visual representation of the required behaviours to succeed in determined competitiveness, located on the Extended DISC® Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC® Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Competence Match Percentage: 90%

☐ Person score ☒ Expectation

Identify your key strengths and development areas for this sales competence.

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Sam Sample

Organisation:

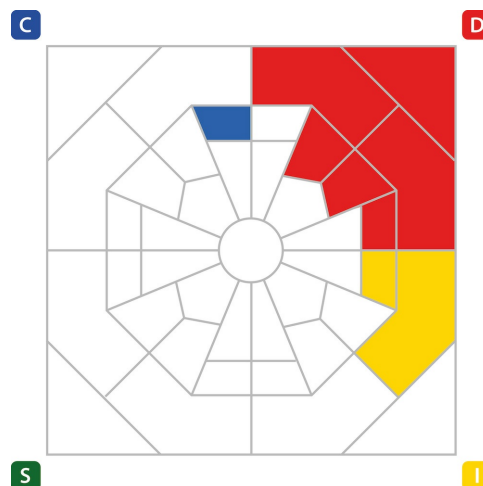
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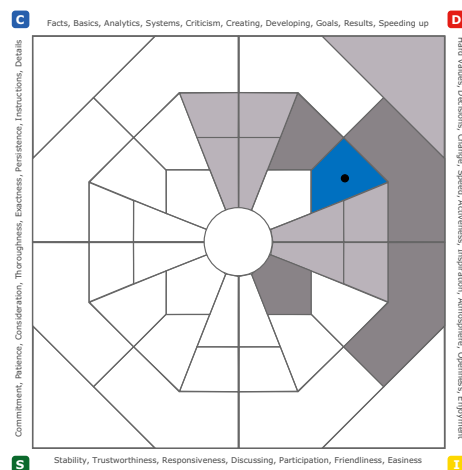
## Money Concept - Required Behaviours

Below is the visual representation of the required behaviours to succeed in money concept, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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Sam Sample

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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.



Identify your key strengths and development areas for this sales competence.

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Sam Sample

Organisation:

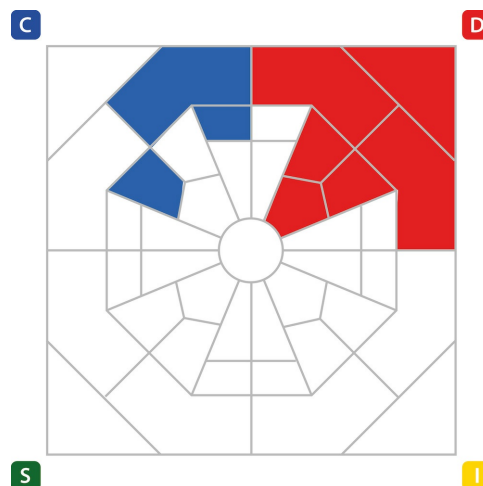
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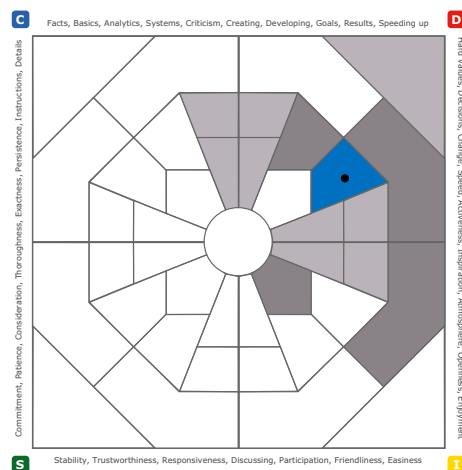
## Emotional Distance - Required Behaviours

Below is the visual representation of the required behaviours to succeed in emotional distance, located on the Extended DISC Diamond model.



## Your Natural Behavioural Style

This is where your hard-wired, natural behavioural area is located on the Extended DISC Diamond model. Compare to the required behaviours above.




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