

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



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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.

Sam Sample

Organisation:

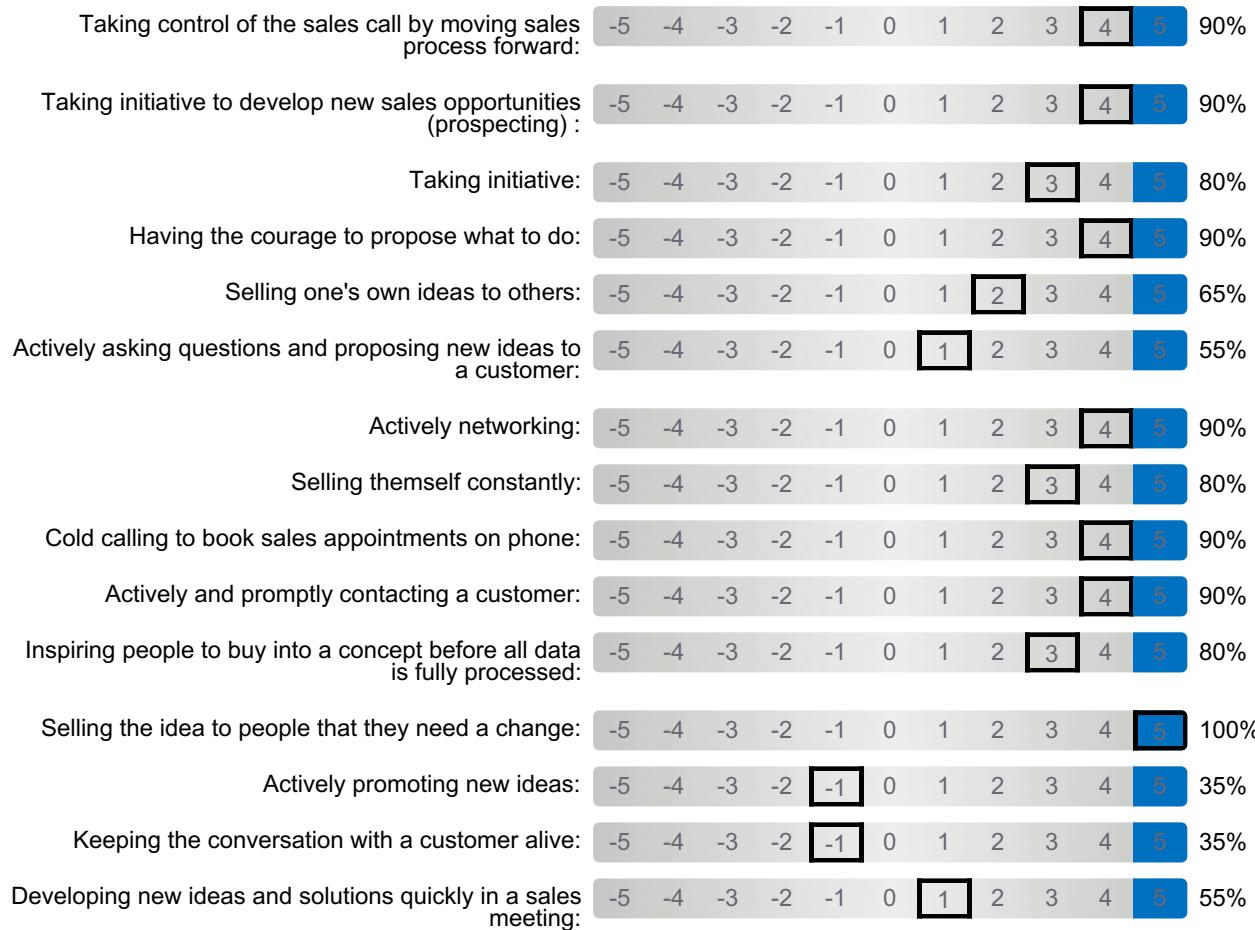
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Prospecting

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.

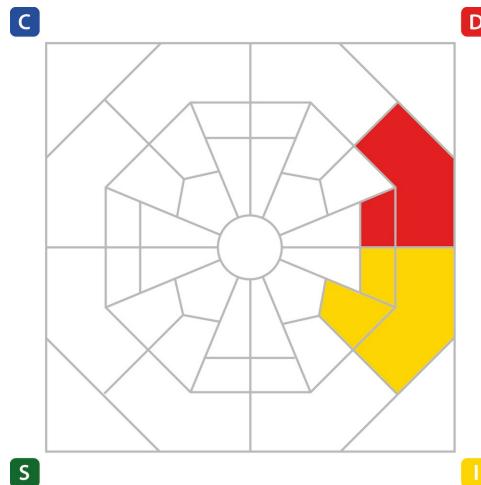
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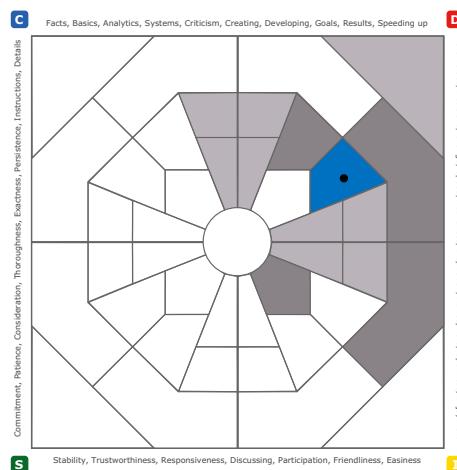
Date:

FinxS**19.08.2021****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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Qualifying

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

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

Requiring all the details as well as being able to make quick decisions:  100%

Complex selling that requires a custom product solution:  100%

Knowing when to analyse and when to act:  100%

Focusing only on the essential information:  80%

Focusing on the goal and not on being liked:  90%

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

Qualifying prospects by asking direct questions:  100%

Asking questions to understand details and the big picture:  65%

Identifying and bringing up major development needs:  100%

Understanding how one's own work affects the overall business result:  100%

Connecting data with goal and learning what needs to be done next:  55%

Breaking complex problems into sequential parts:  55%

Paying attention to the logic in what is being said:  55%

Finding out what the customer needs by asking questions:  55%

Competence Match Percentage: 83%

Person score Expectation

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

Sam Sample

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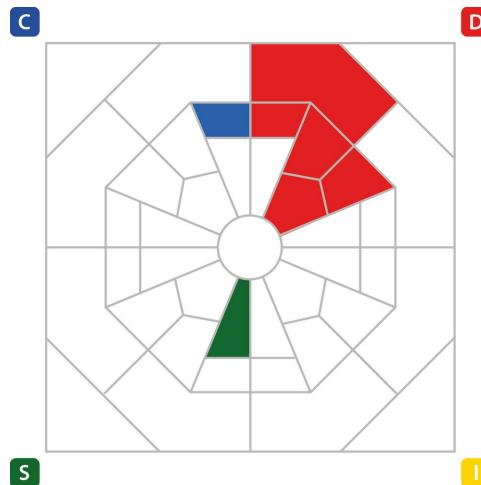
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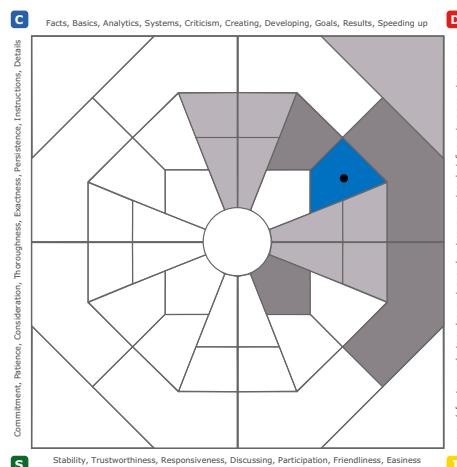
Qualifying - Required Behaviours

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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Building Report

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



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

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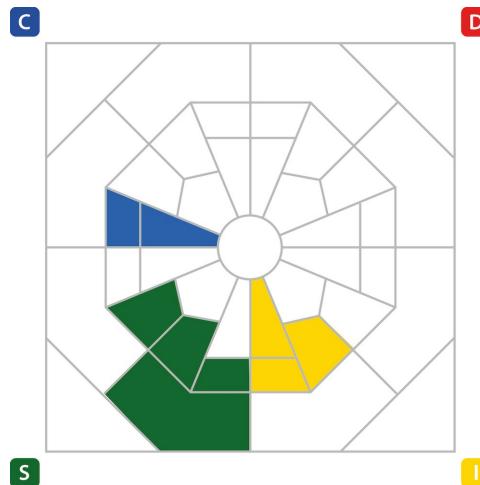
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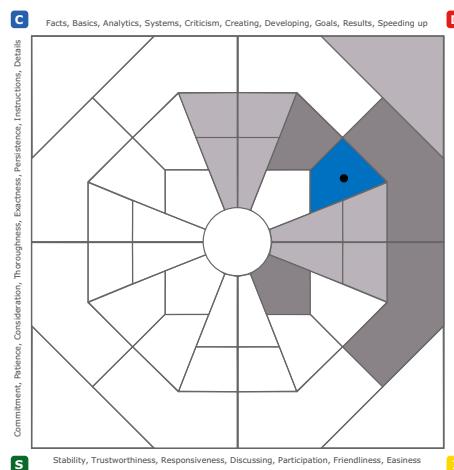
Building Rapport - Required Behaviours

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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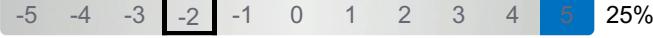
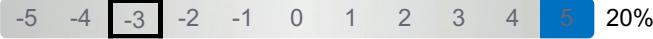
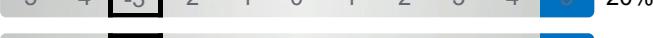
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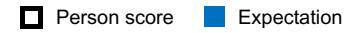
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Following the Sales Process

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

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%



Identify your strengths and development area for this sales competence.

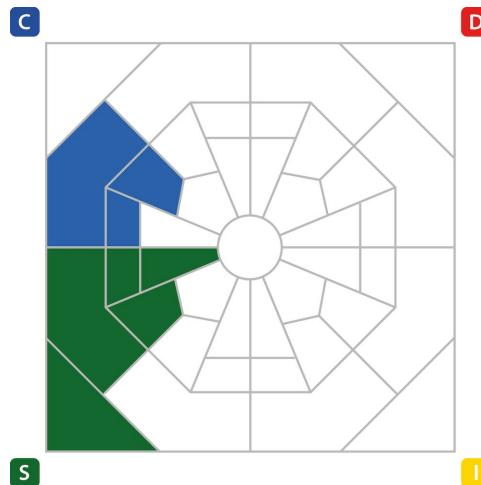
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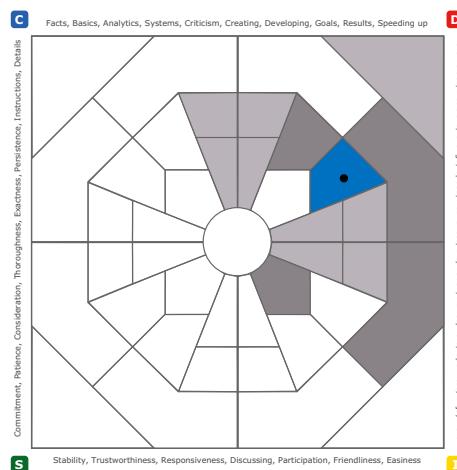
Date:

FinxS**19.08.2021****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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Goal Orientation

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

Focusing only on goals, facts and details:  55%Demanding goal-setter:  90%Being strongly driven by goals :  100%Focusing on the goal and not on being liked by the prospect:  90%Seeking to continually improve the business performance:  65%Analysing strong and weak approaches to a problem:  90%Demonstrating resilience in overcoming obstacles to meet and exceed goals :  100%Monitoring the execution of action plans and taking immediate action when needed:  100%Showing courage to stand up against opposition to promote change:  100%Focusing on the next step and how to proceed:  100%Aggressively leading the customer toward close:  90%Strongly encouraging a prospect to take action:  90%Moving the sales process forward to achieve one's goal from it:  100%Being future-focused, wanting to shape the future :  100%Brief, goal-oriented customer contacts:  90%

Competence Match Percentage: 91%

 Person score Expectation

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

Sam Sample

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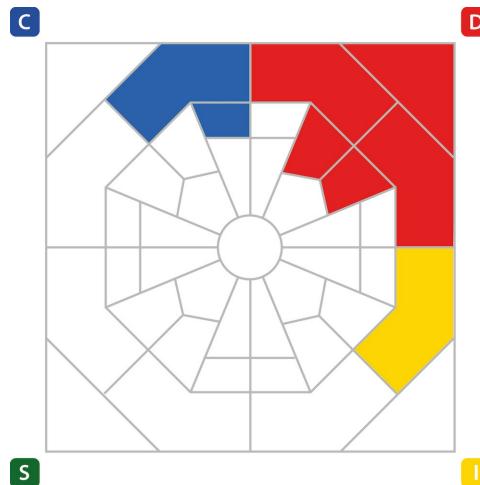
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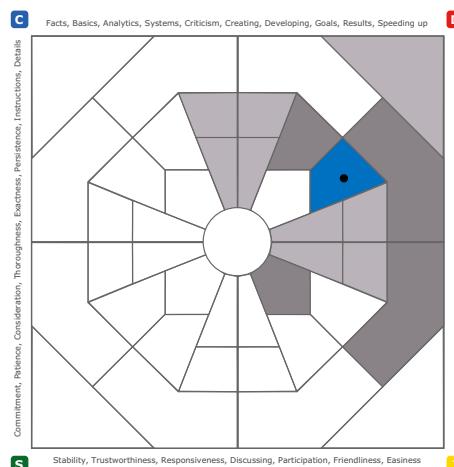
Goal Orientation - Required Behaviours

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.



Sam Sample

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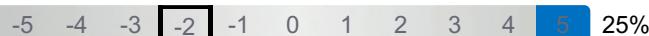
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Gaining Trust

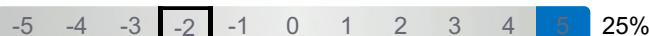
Respecting the prospects and wanting to keep them positive throughout the sales process. Wanting to understand how the prospect feels.

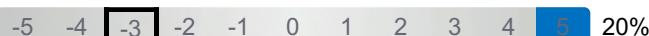
Sharing information openly with a customer:  25%

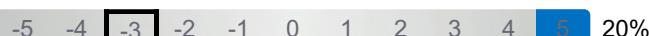
Respecting other people's opinions and providing them with the support they need:  25%

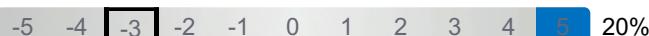
Avoiding conflict by adjusting and compromising:  25%

Explaining all details to get everyone's approval and excitement:  35%

Keeping the client happy by discussing and providing support:  25%

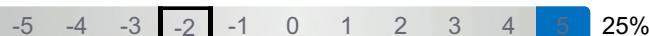
Treating each person as an individual, making them feel unique:  20%

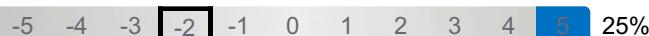
Maintaining positive customer service:  20%

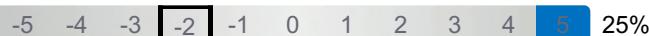
Communicating in a friendly way with a customer:  20%

Creating a positive bond with the customer:  25%

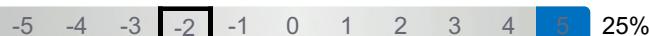
Managing ongoing client relationship with consistent follow-up (sales farming):  20%

Finding a favourable solution:  25%

Maintaining customer trust:  25%

Long-term customer relations -- fulfilling customer needs:  25%

Building a relationship based on trust and communication:  20%

Demonstrating customer focus in all situations:  25%

Competence Match Percentage: 24%

Person score Expectation

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

Sam Sample

Organisation:

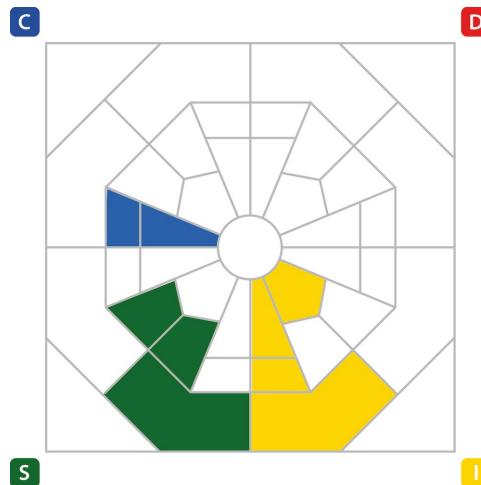
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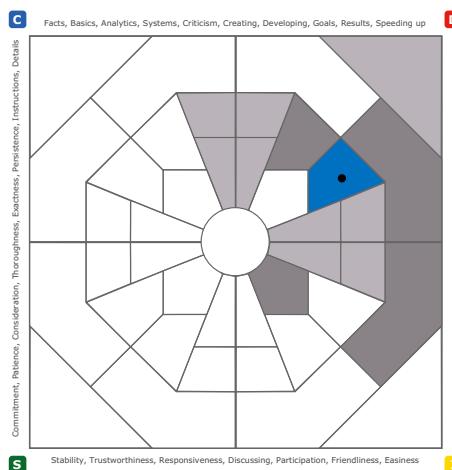
Gaining Trust - Required Behaviours

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.



Sam Sample

Organisation:

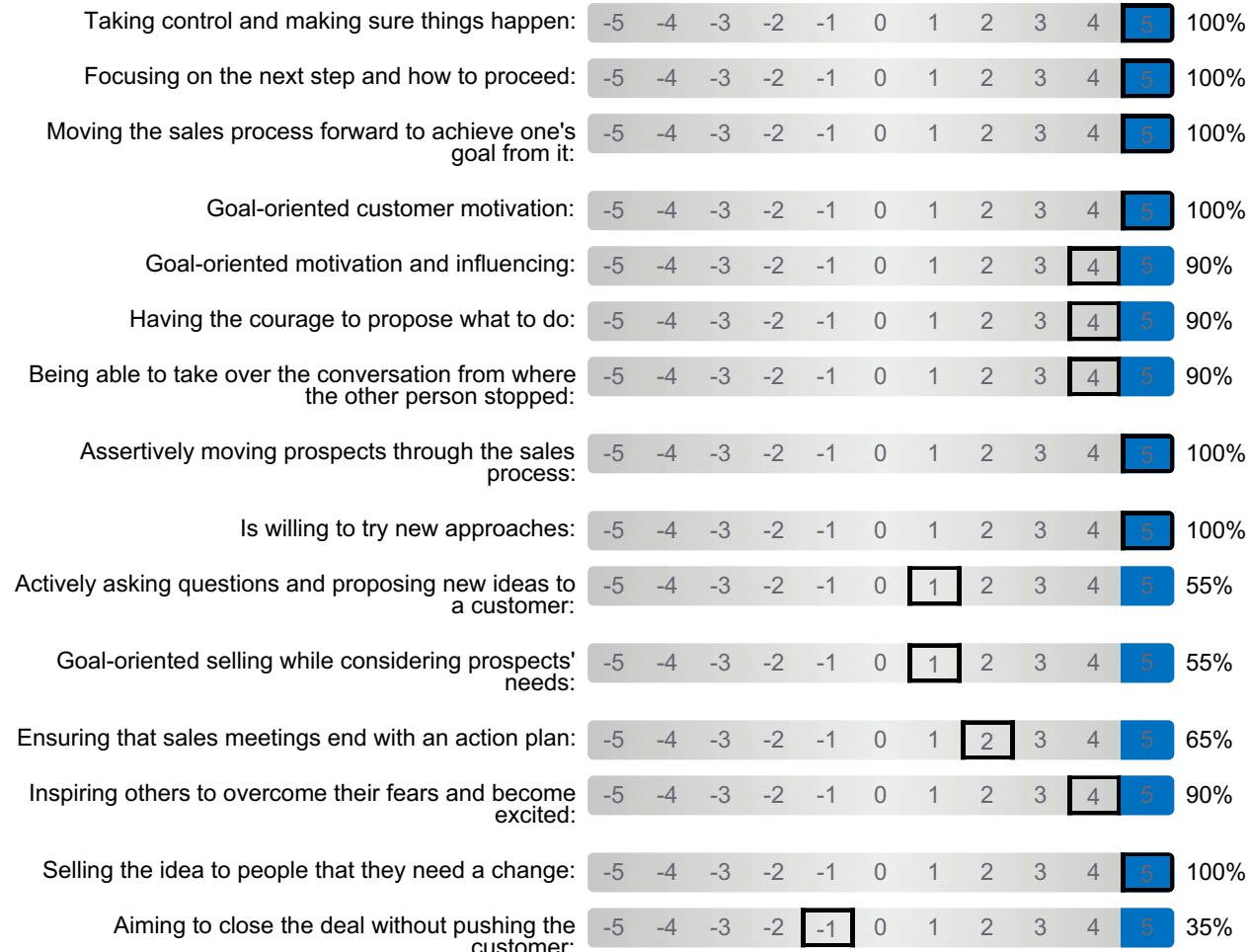
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Controlling the Sales Process

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.

Sam Sample

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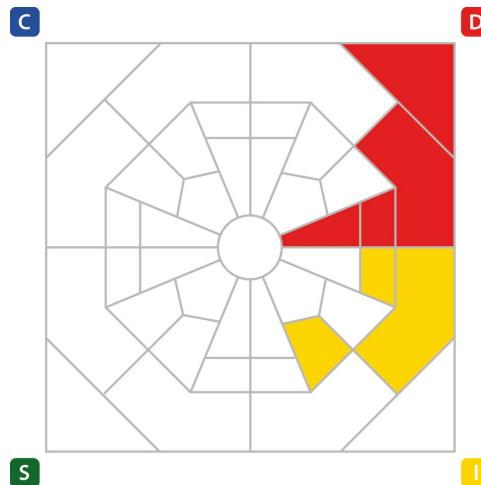
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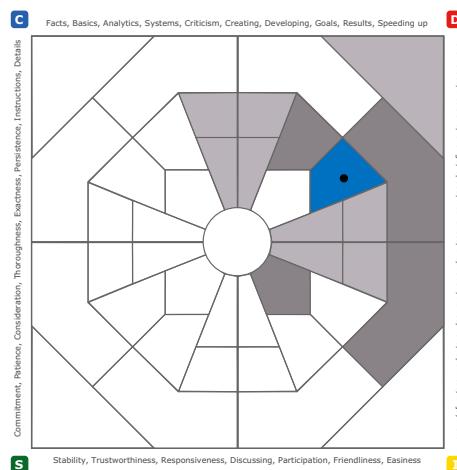
Controlling the Sales Process - Required Behaviours

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.



Sam Sample

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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.

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

Quickly ending communication that is not leading anywhere:  100%

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

Goal-focused negotiating:  90%

Taking active role in tougher sales situations:  90%

Finding a way to go around objections and make the prospect see the issue differently:  90%

Challenging a prospect to question their own opinion:  100%

Assertively moving prospects through the sales process:  100%

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

Actively asking questions and proposing new ideas to a customer:  55%

Goal-oriented selling while considering prospects' needs:  55%

Asking questions to support drawing intuitive conclusions when solving a problem:  65%

Selling one's own ideas to others:  65%

Promoting eagerly one's idea even when opposed:  90%

Selling the idea to people that they need a change:  100%

Competence Match Percentage: 86%

 Person score  Expectation

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

Sam Sample

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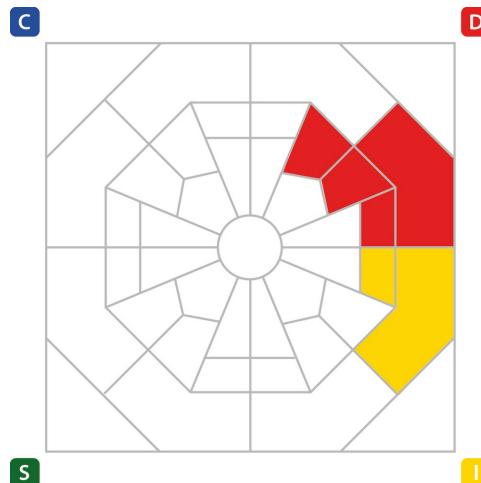
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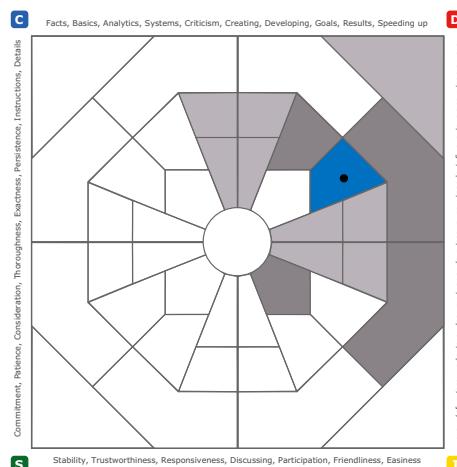
Handling Objections - Required Behaviours

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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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%

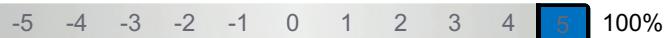
Understanding what skills an organisation needs and it currently has:  100%

Creating a variety of approaches to problem solving:  100%

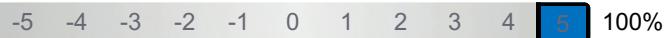
Qualifying prospects by asking direct questions:  100%

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

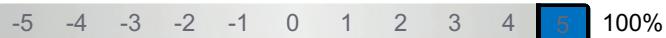
Challenging a prospect to question their own opinion:  100%

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

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

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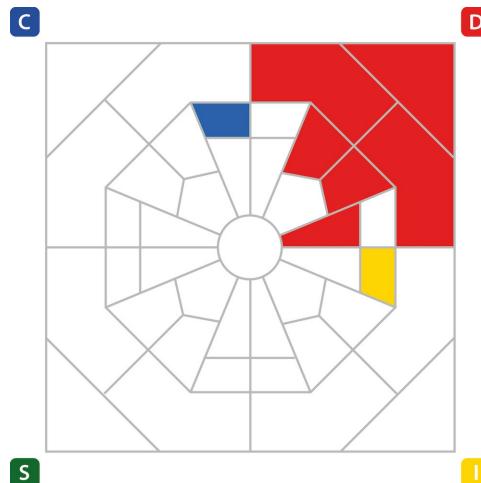
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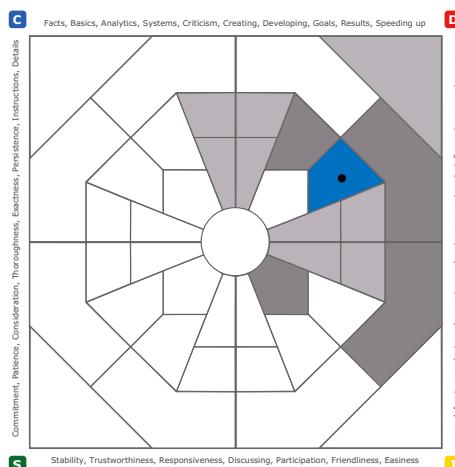
Questioning Effectiveness - Required Behaviours

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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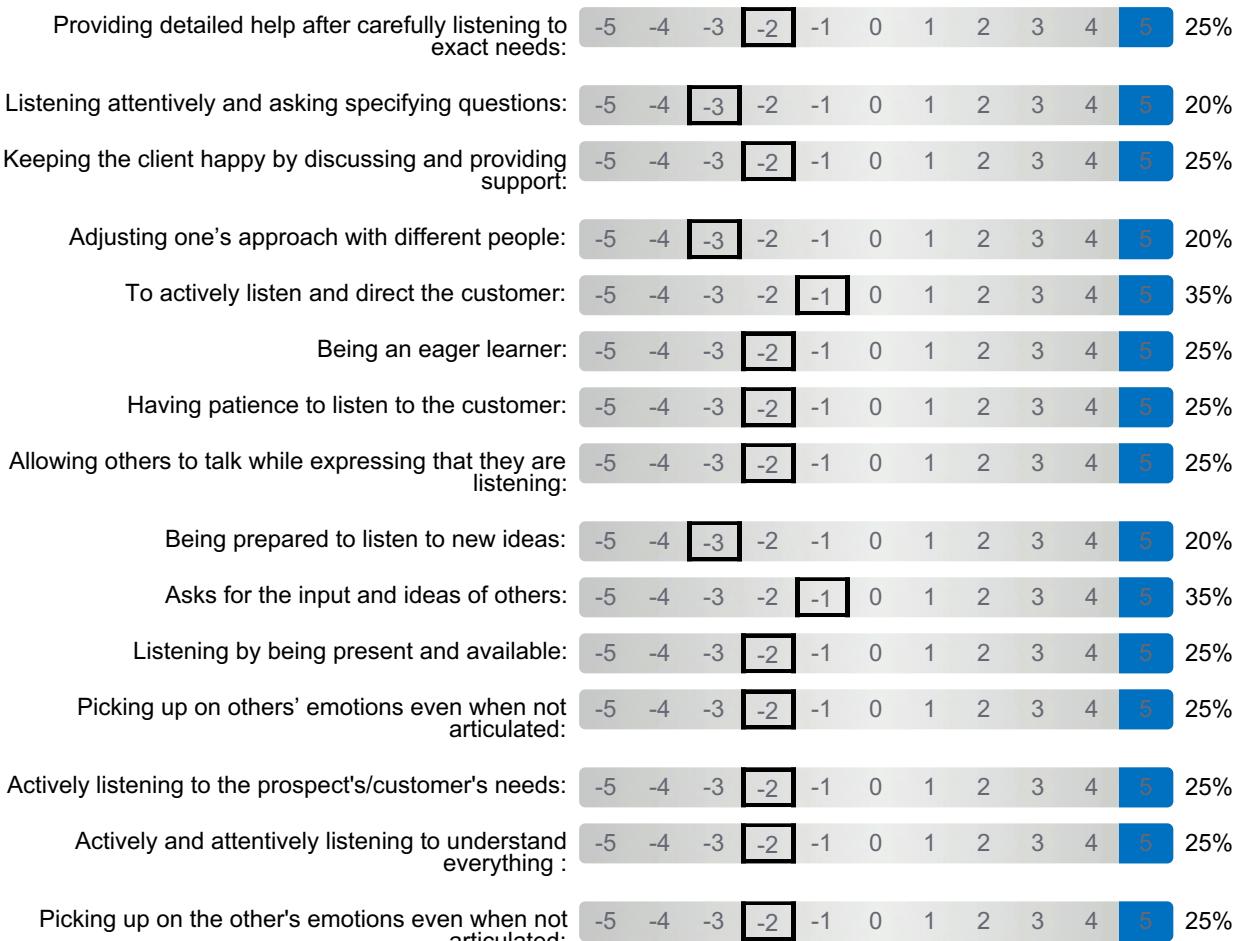
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Active Listening

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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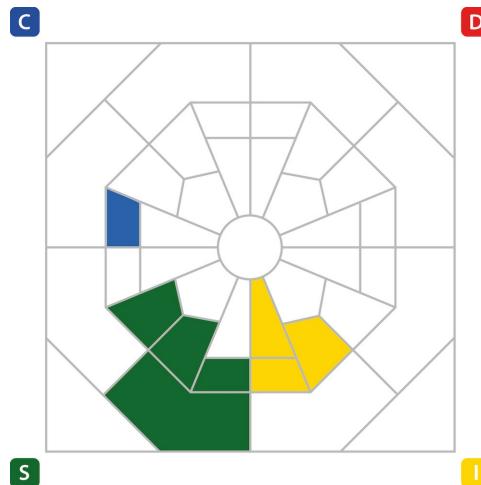
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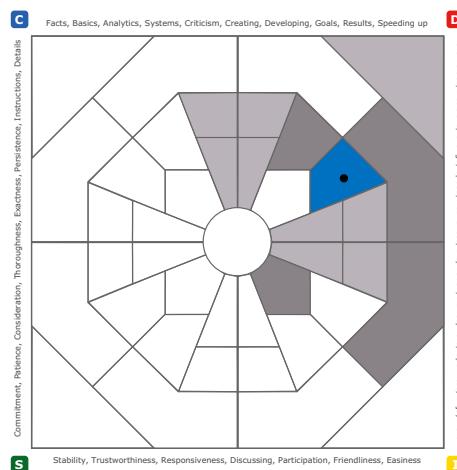
Active Listening - Required Behaviours

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

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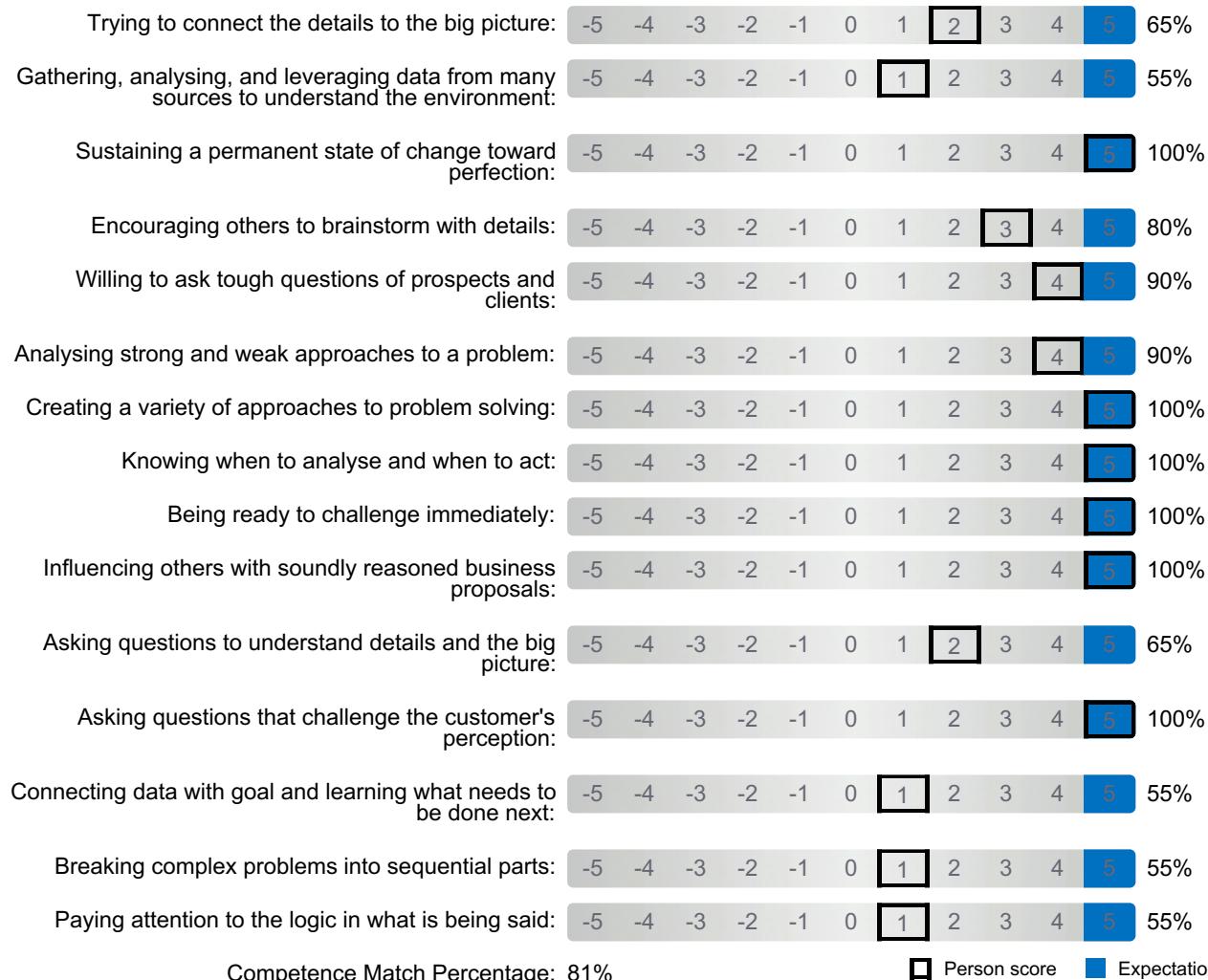
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Critical Thinking

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.

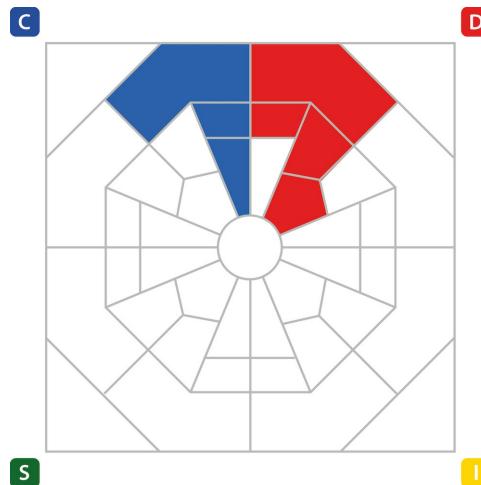
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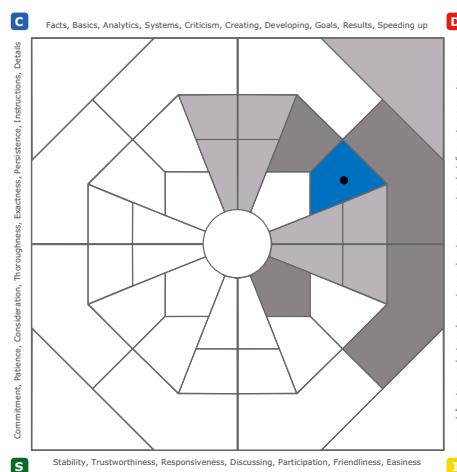
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FinxS**19.08.2021****Critical Thinking - Required Behaviours**

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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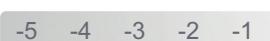
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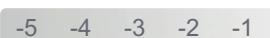
Initiative

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%

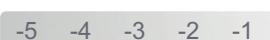
Sustaining a permanent state of change toward perfection:  100%

Taking control and making sure things happen:  100%

Being strongly driven by goals:  100%

Taking initiative to develop new business opportunities:  100%

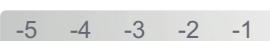
Demonstrating resilience in overcoming obstacles to meet and exceed goals:  100%

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%

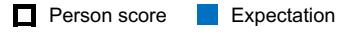
Taking initiative:  80%

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% 

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

Sam Sample

Organisation:

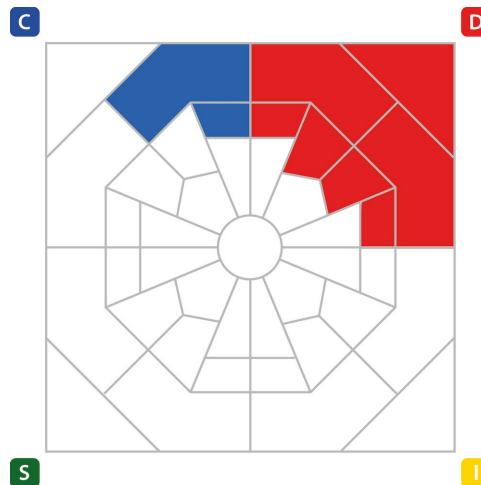
Date:

FinxS

19.08.2021

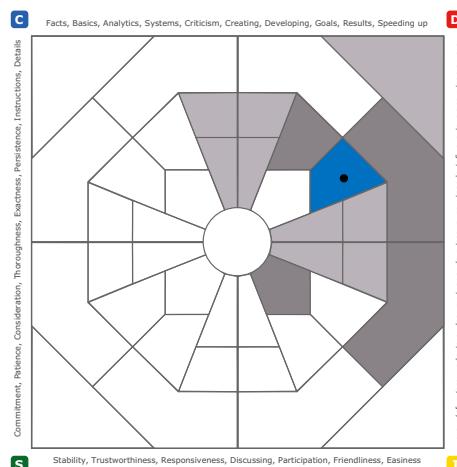
Initiative - Required Behaviours

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.



Sam Sample

Organisation:

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Date:

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Presenting

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

Straight-forward and to the point customer contacts:  80%

Goal-oriented motivation and influencing:  90%

Courageous expression of own opinions and ideas to a customer:  90%

Making dramatic, engaging and goal-focused presentations:  90%

Simplifying complicated matters:  90%

Performing to large and diverse groups of people:  90%

Being able to visualise long-term consequences:  100%

Using data to sell ideas to others:  100%

Actively asking questions and proposing new ideas:  65%

Communicating a compelling vision of the future that others want to be part of:  55%

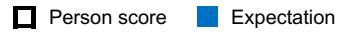
Inspiring others to overcome their fears and become excited:  90%

Inspiring people to buy into a concept before all data is fully processed:  80%

Being a positive change agent and able to create excitement:  90%

Selling the idea to people that they need a change:  100%

Positively influencing customer towards own goal:  35%

Competence Match Percentage: 83% 

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

Sam Sample

Organisation:

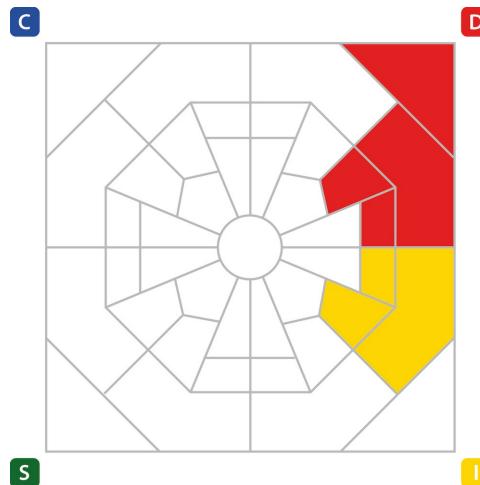
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FinxS

19.08.2021

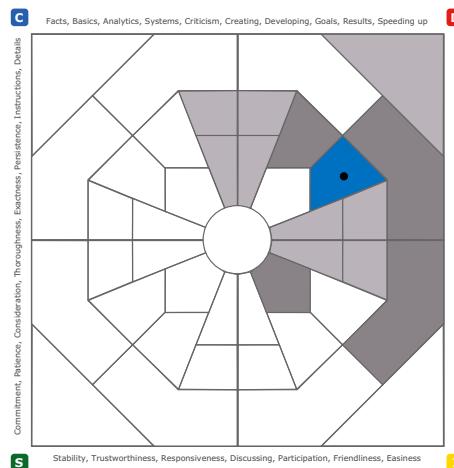
Presenting - Required Behaviours

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.



Sam Sample

Organisation:

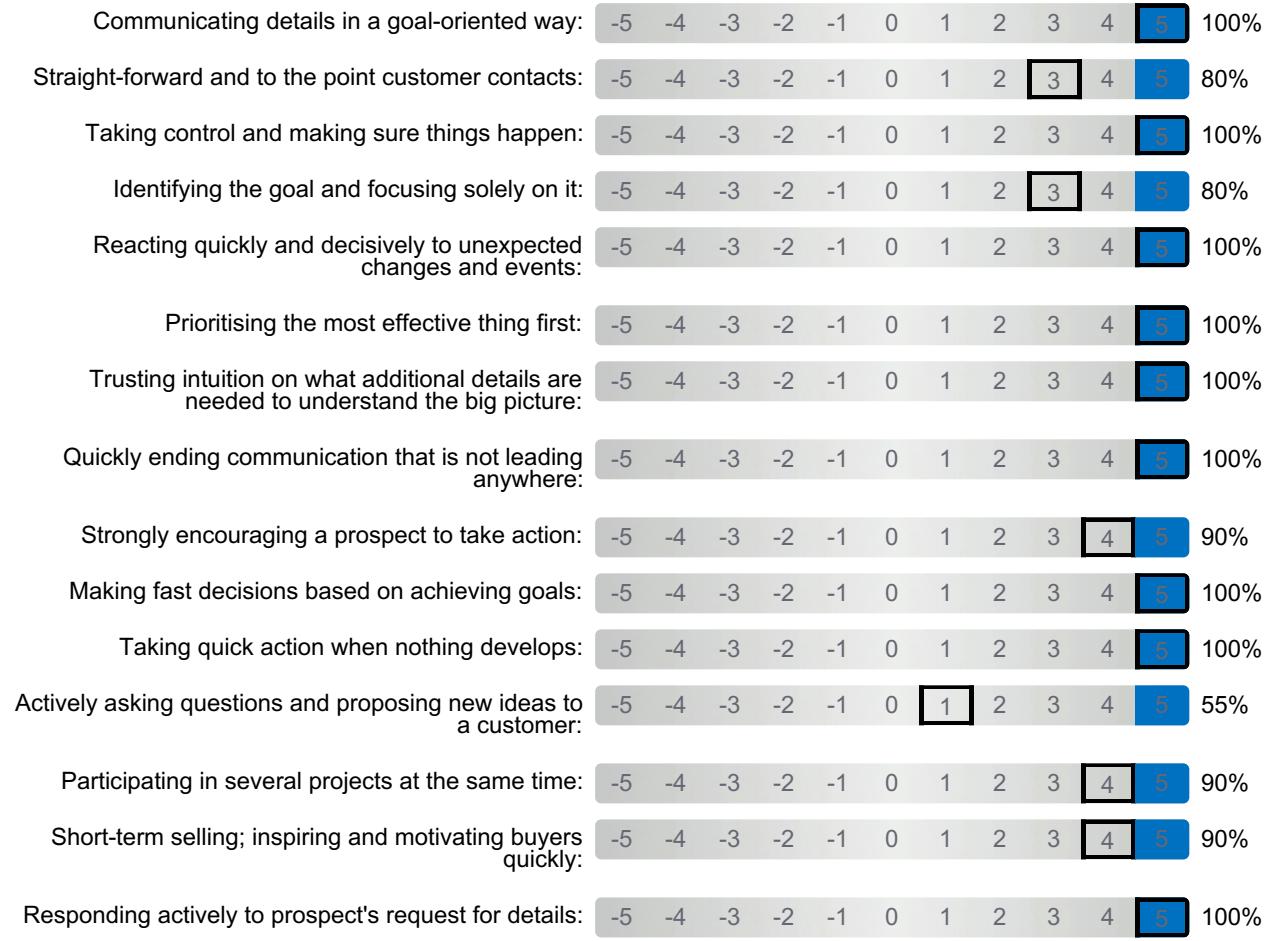
Date:

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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.

Sam Sample

Organisation:

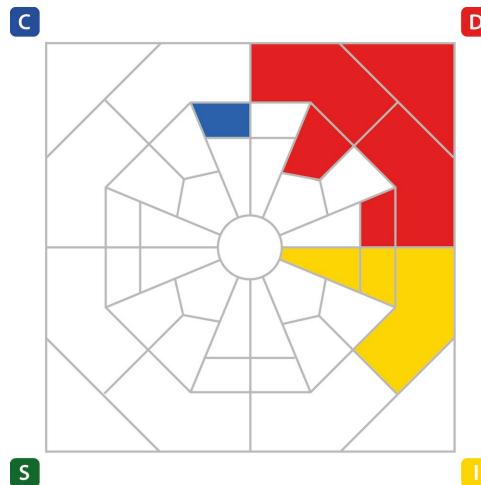
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FinxS

19.08.2021

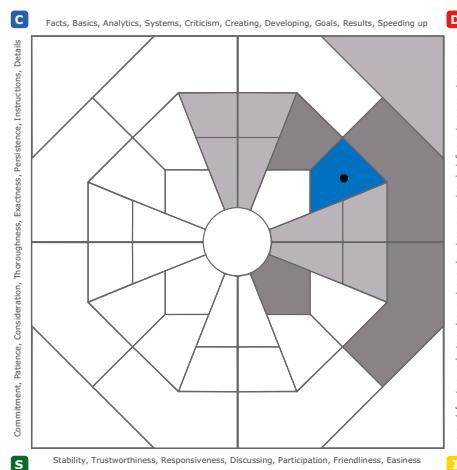
Time Management - Required Behaviours

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.



Sam Sample

Organisation:

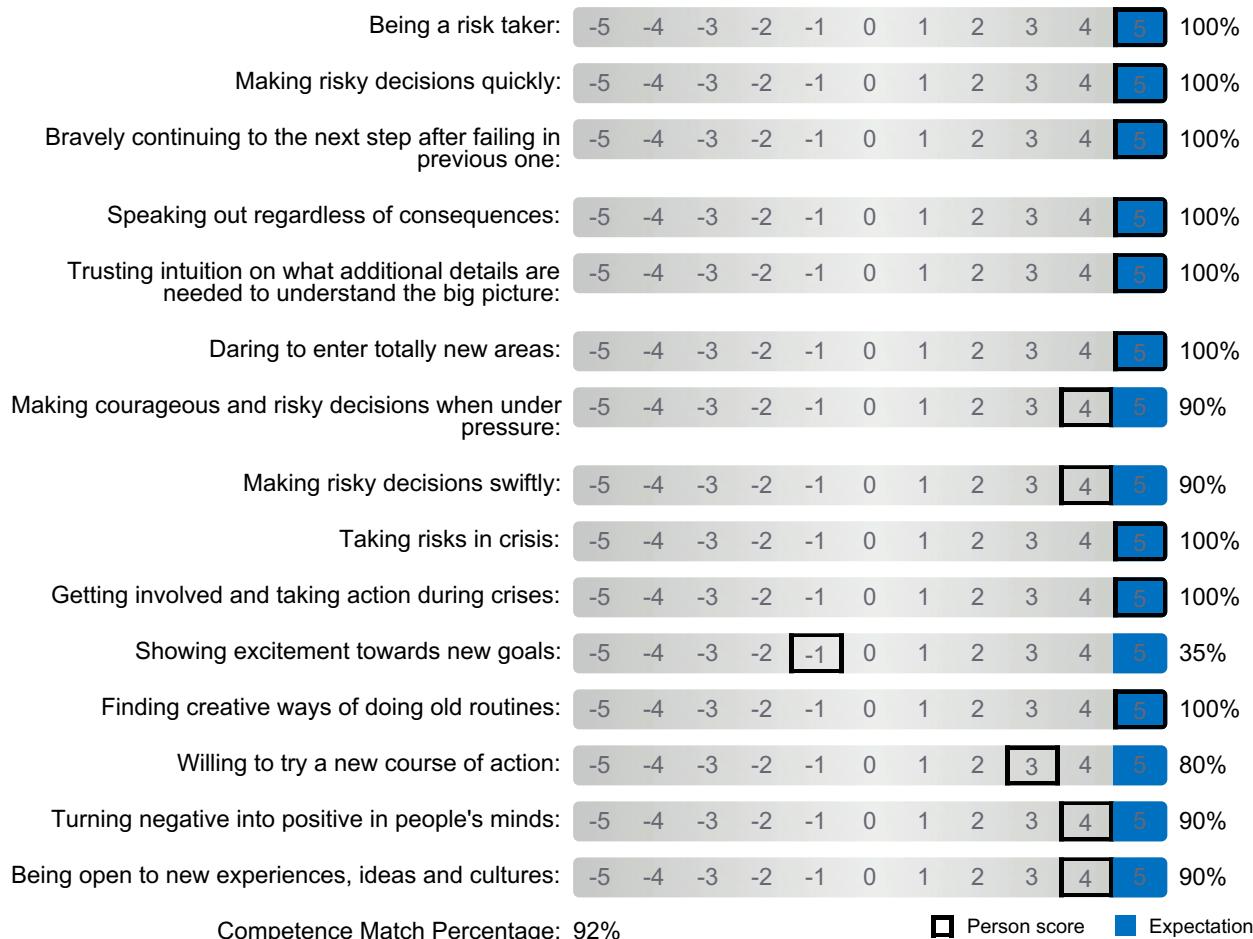
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Dealing with Failure

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.

Sam Sample

Organisation:

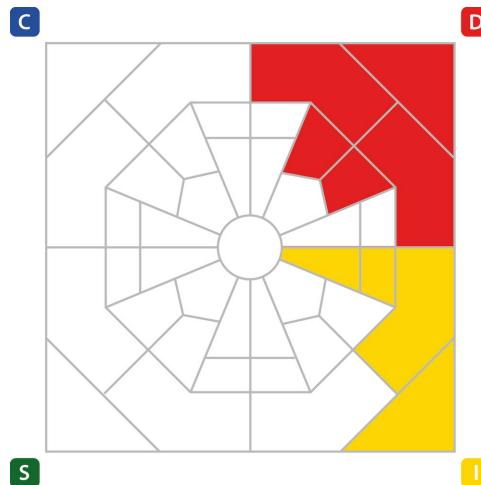
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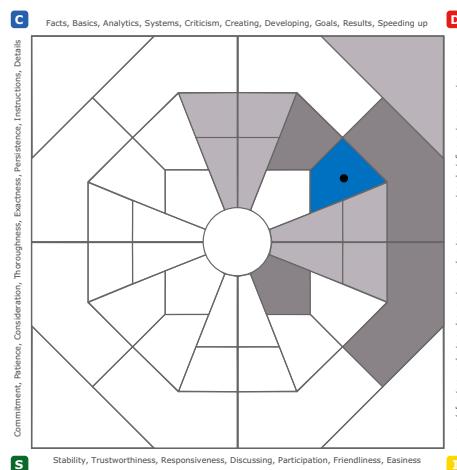
Dealing with Failure - Required Behaviours

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.



Sam Sample

Organisation:

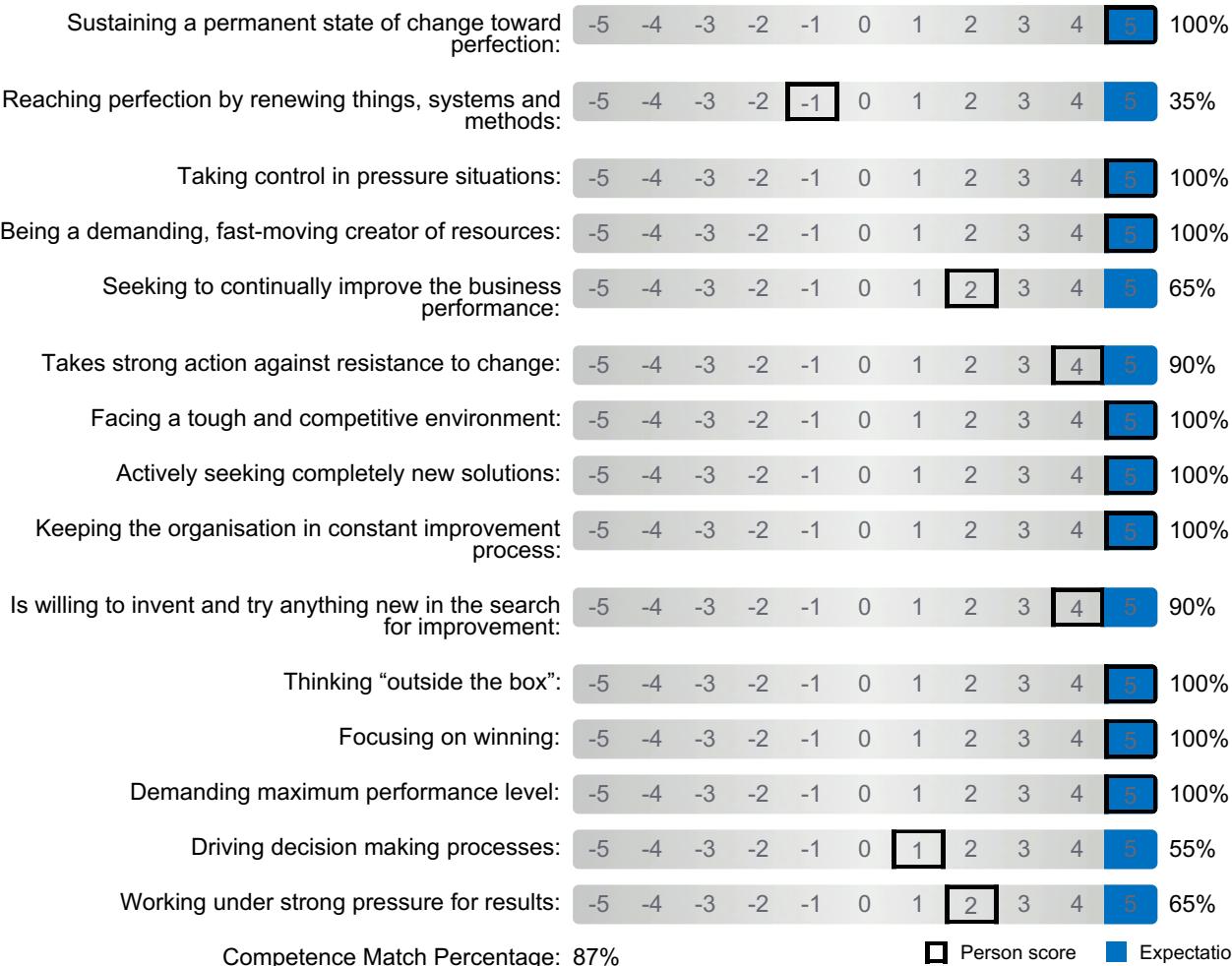
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Determined Competitiveness

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

Sam Sample

Organisation:

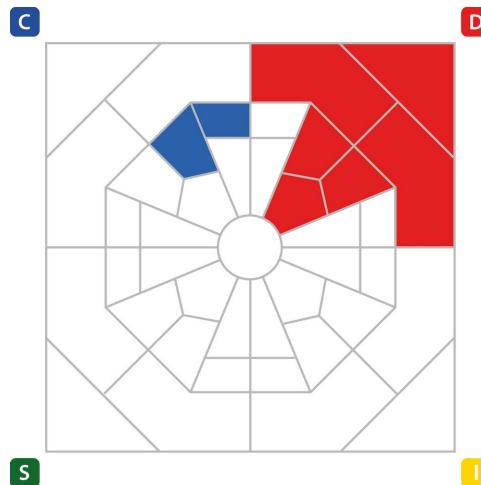
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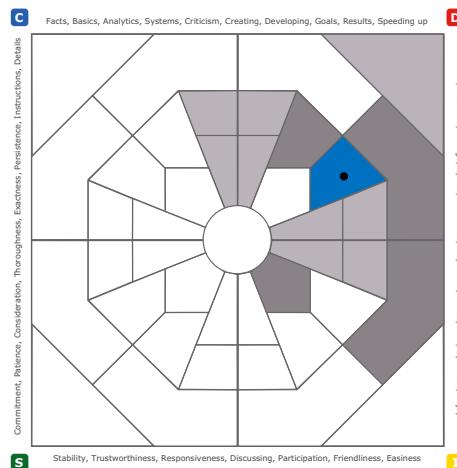
Determined Competitiveness - Required Behaviours

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.



Sam Sample

Organisation:

Date:

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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.

Communicating to a prospect the value of one's product or service:  100%

Straight-forward and to the point customer contacts:  80%

Speaking out regardless of consequences:  100%

Providing the customer with facts and direct feedback:  80%

Willingness to remain emotionally neutral when meeting resistance:  90%

Focusing only on the essential information:  80%

Influencing others with soundly reasoned business proposals:  100%

Courageous expression of own opinions and ideas to a customer:  90%

Goal-focused and direct communication:  90%

Having the courage to propose what to do:  90%

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

Understanding how one's own work affects the overall business result:  100%

Explaining the cost to a client in a clear and logical way:  65%

Actively and promptly contacting a customer:  90%

Explaining to a prospect what they receive with the money they pay:  100%

Competence Match Percentage: 90%

Person score Expectation

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

Sam Sample

Organisation:

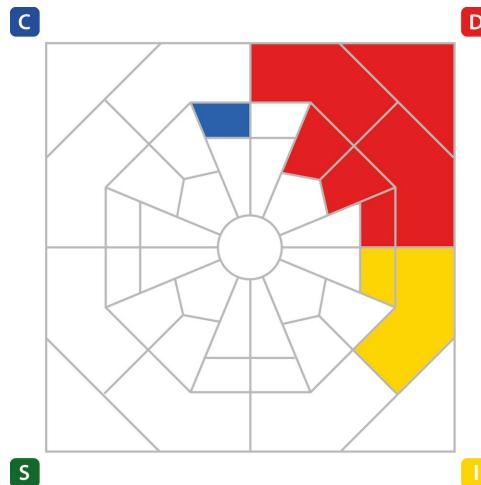
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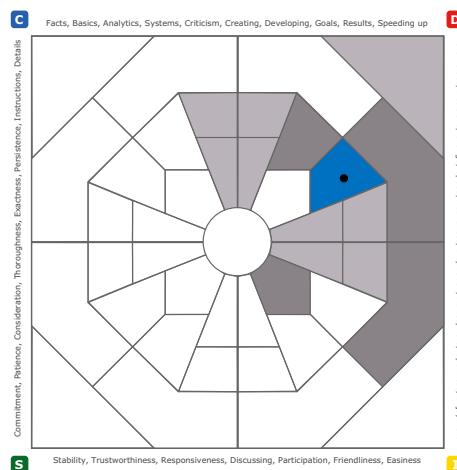
Money Concept - Required Behaviours

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.



Sam Sample

Organisation:

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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.

Managing emotions to remain calm when meeting resistance:  65%

Communicating to a prospect the value of one's product or service:  100%

Communicating details in a goal-oriented way:  100%

Focusing solely on completion of a task without allowing anything to disturb it:  35%

Concentrating on facts:  35%

Direct, goal focused communication:  100%

Providing the customer with facts and direct feedback:  80%

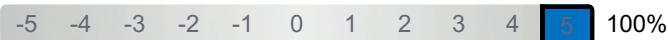
Willingness to remain emotionally neutral when meeting resistance:  90%

Judging others based on facts and data:  65%

Influencing others with soundly reasoned business proposals:  100%

Moving the sales process forward to achieve one's goal from it:  100%

Paying attention only to the essential information:  100%

Using data to sell ideas to others:  100%

Striking a balance between people and tasks/things:  25%

Focusing on the next step in the sales process:  55%

Competence Match Percentage: 77%

 Person score  Expectation

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

Sam Sample

Organisation:

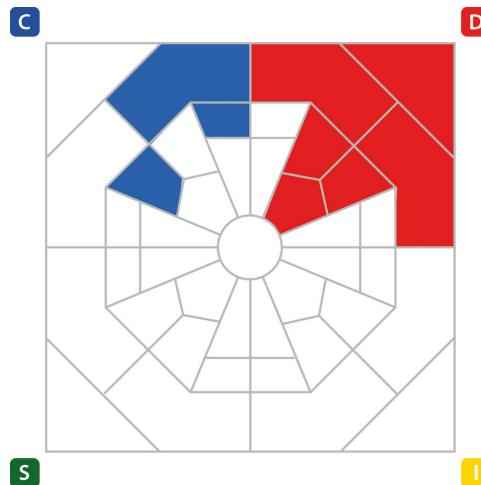
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Emotional Distance - Required Behaviours

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.

