

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

FinxS®

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



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

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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.



Prospecting score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

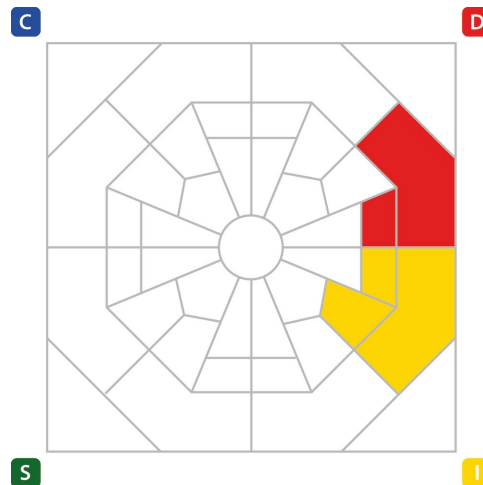
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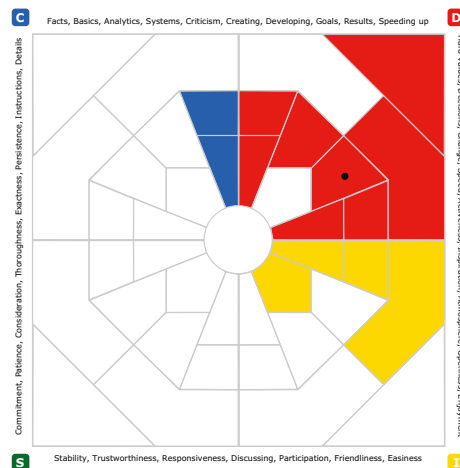
Prospecting - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Prospecting - Development Tips" for personalised guidance.

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

Qualifying score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

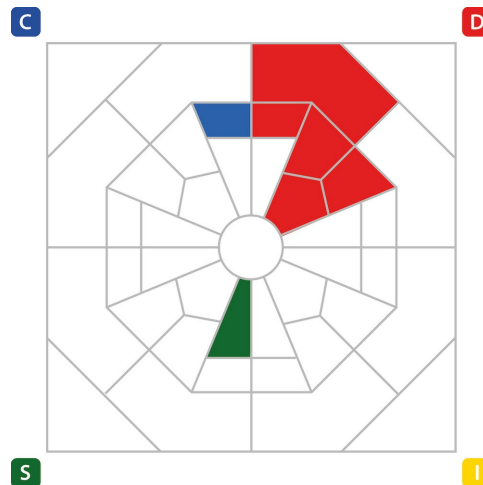
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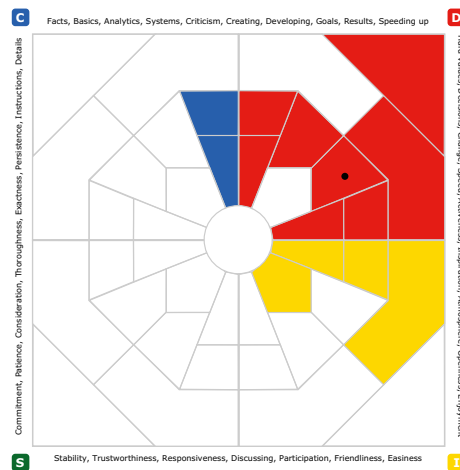
Qualifying - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Qualifying - Development Tips" for personalised guidance.

Sam Sample

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Date:

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Building Rapport

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



Building Rapport score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

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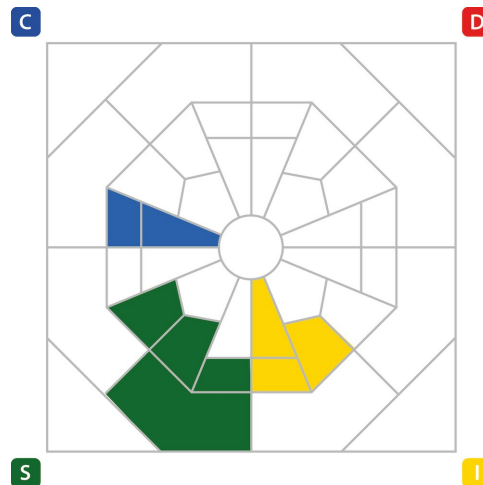
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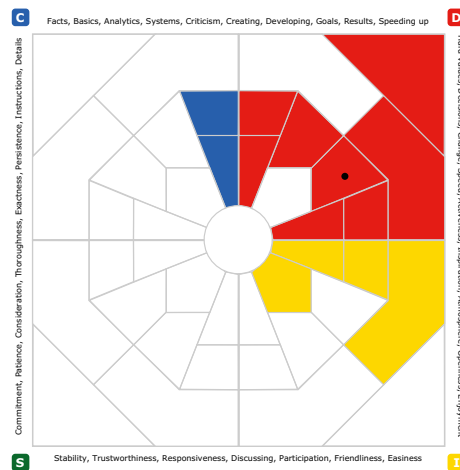
Building Rapport - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Building Rapport - Development Tips" for personalised guidance.

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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.



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

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

Sam Sample

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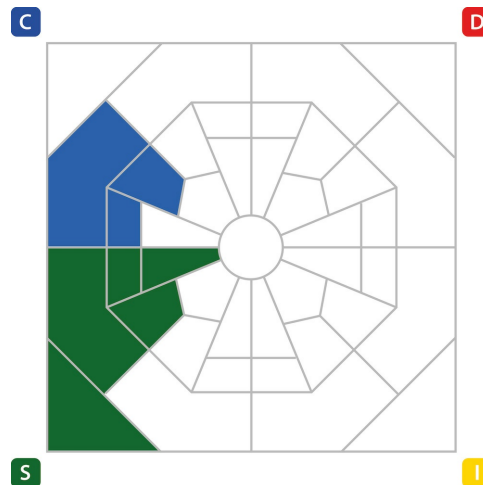
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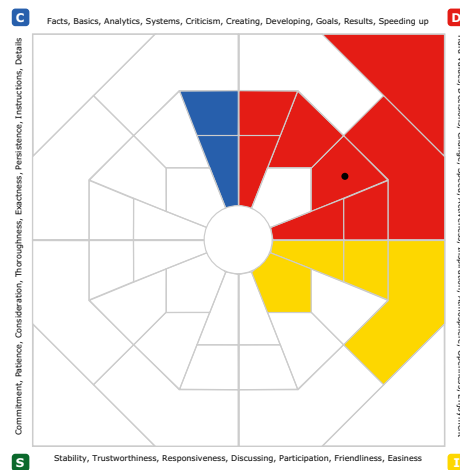
Following the Sales Process - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Following the Sales Process - Development Tips" for personalised guidance.

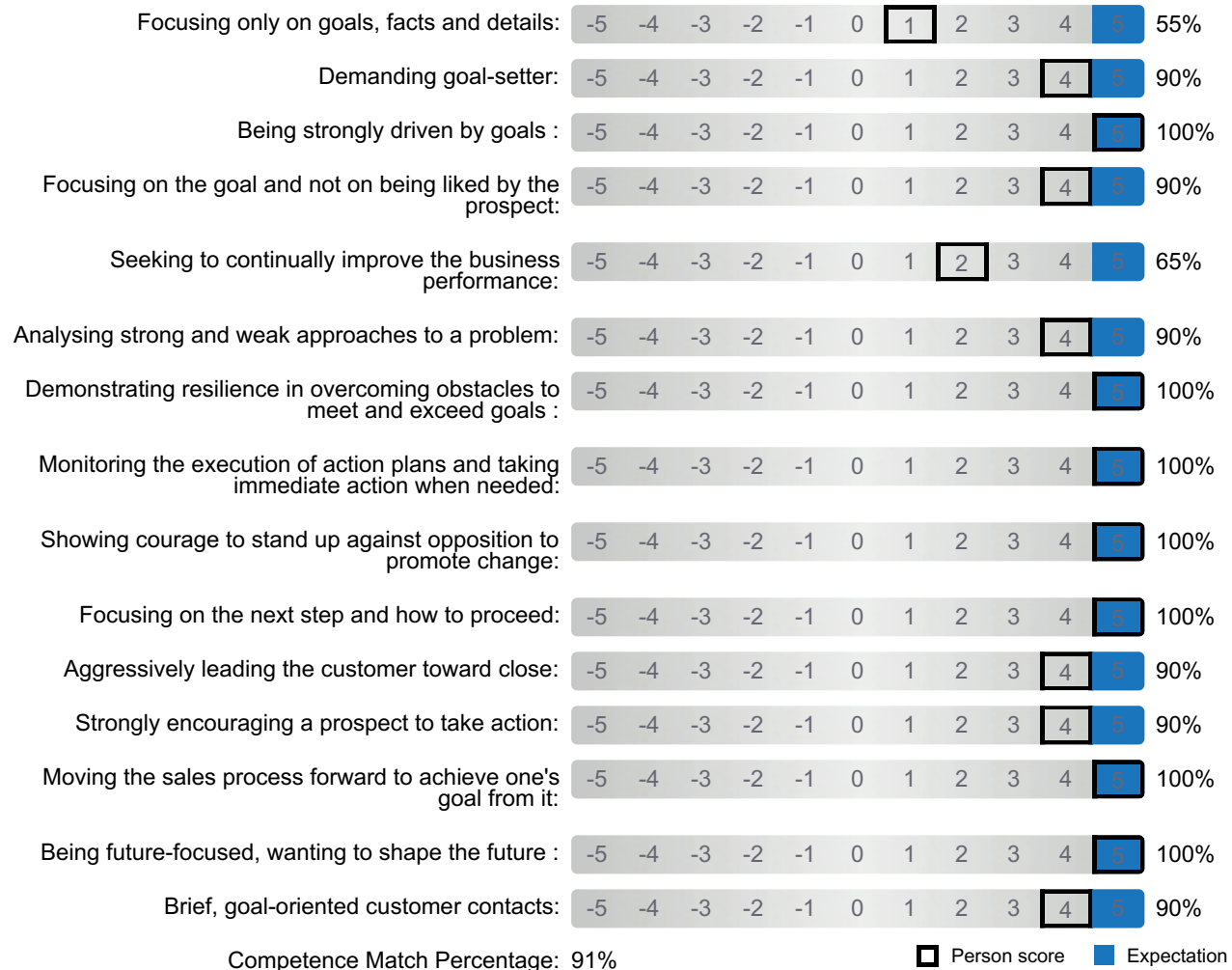
Sam Sample

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19.08.2021
Goal Orientation

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



Goal Orientation score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

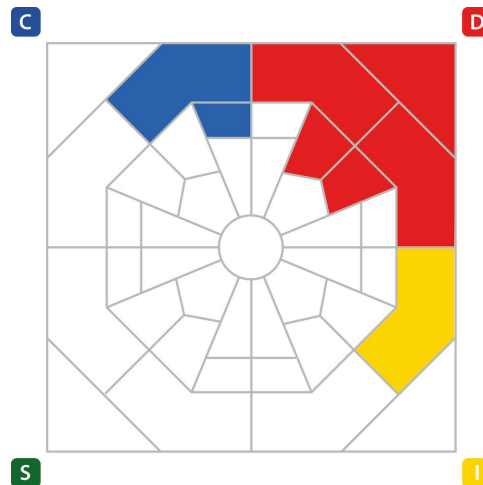
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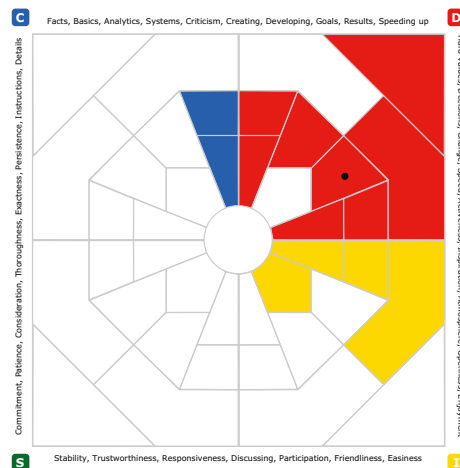
Goal Orientation - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Goal Orientation - Development Tips" for personalised guidance.

Sam Sample

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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 score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Negative percentage indicates that your current Needing Approval is lower than your natural style indicates. Positive percentage indicates that your Needing Approval is higher than your natural style indicates.

Sam Sample

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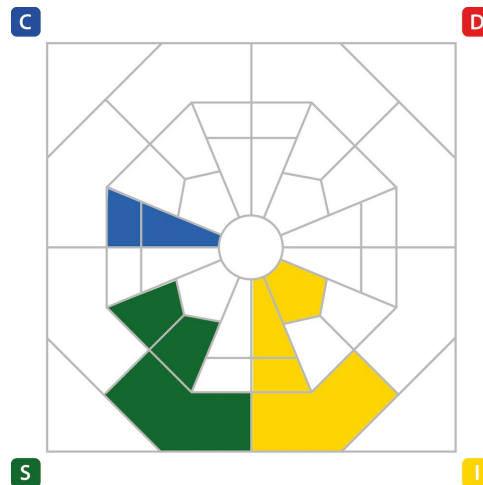
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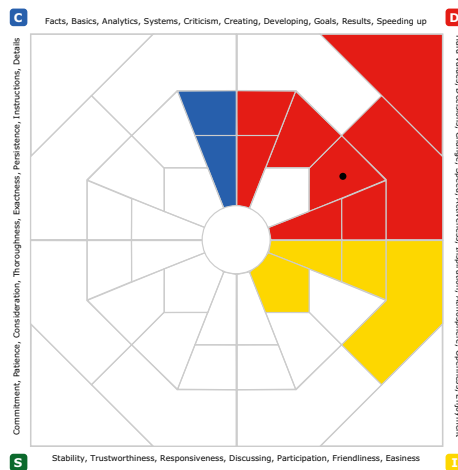
Needing Approval - Required Behaviours

Below is the visual representation of the required behaviours to succeed in Needing Approval, 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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Needing Approval - Development Tips" for personalised guidance.

Sam Sample

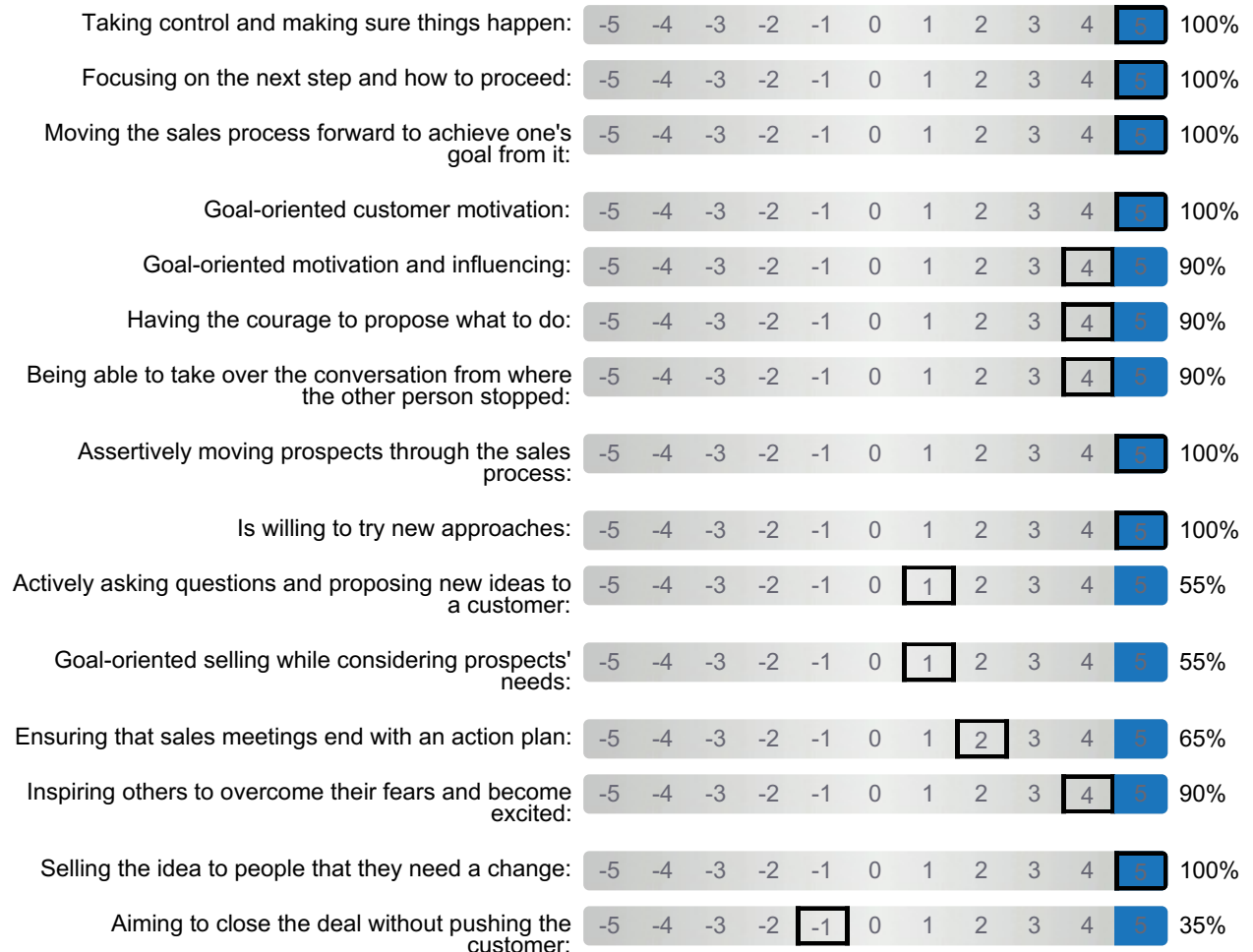
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Controlling the Sales Process

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

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

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

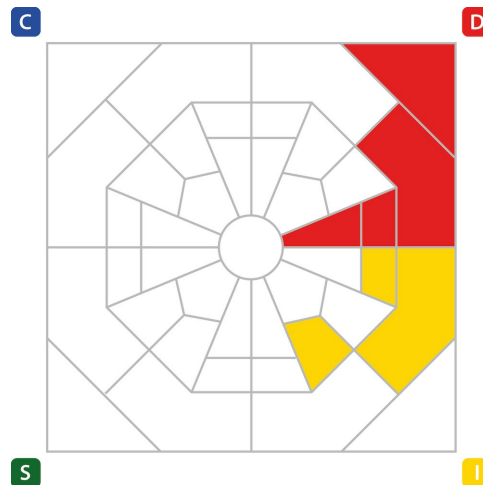
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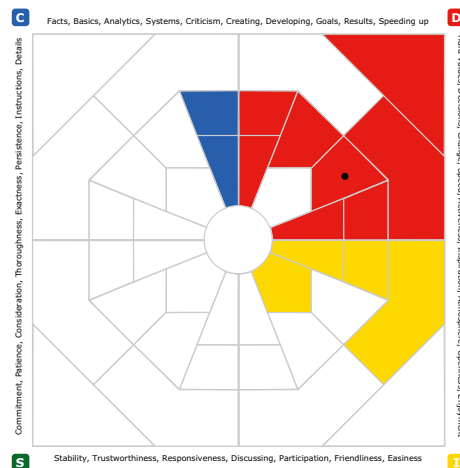
Controlling the Sales Process - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Controlling the Sales Process - Development Tips" for personalised guidance.

Sam Sample

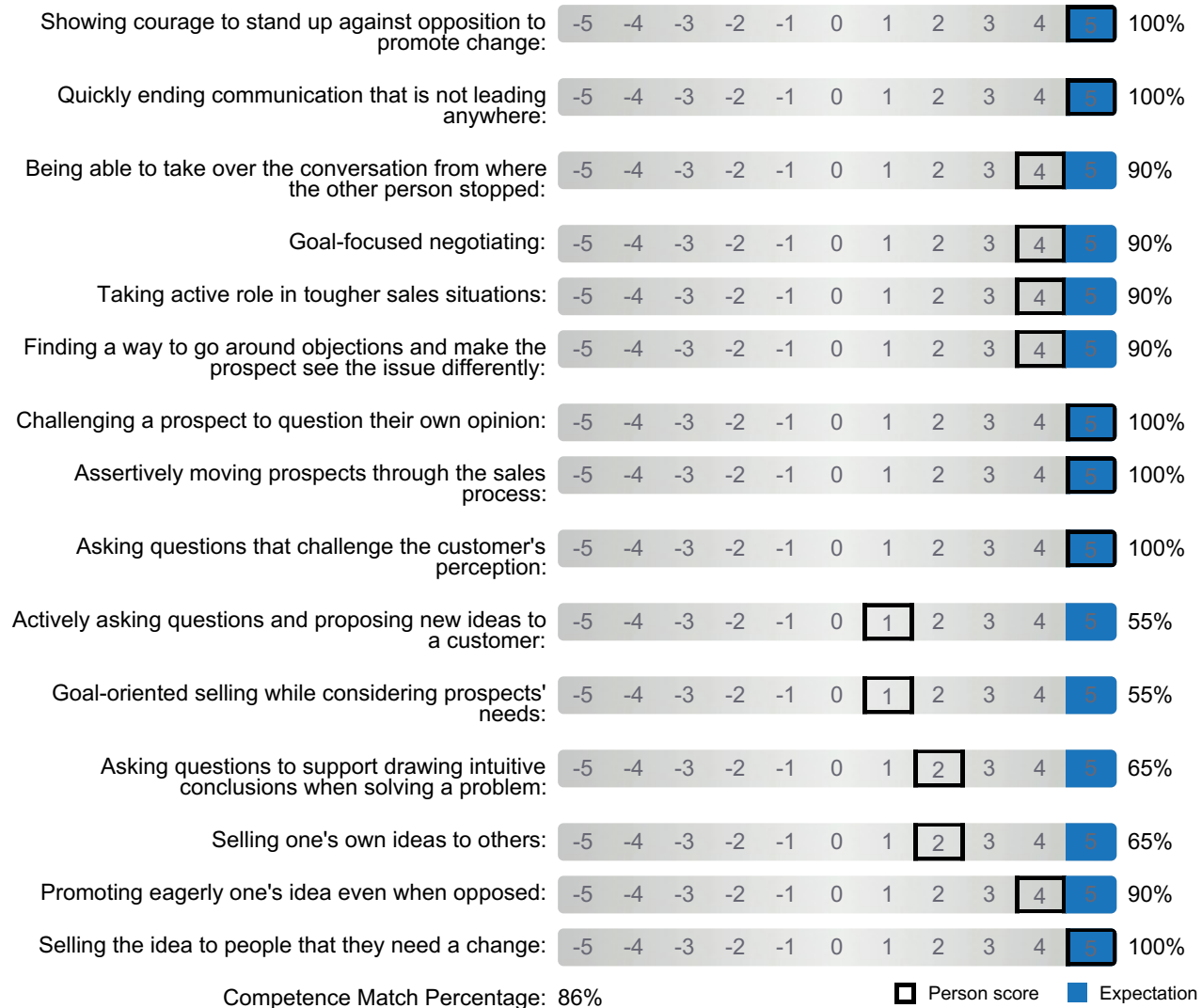
Organisation:

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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 score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

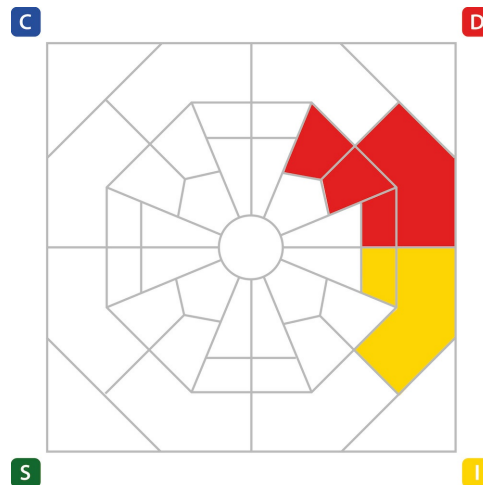
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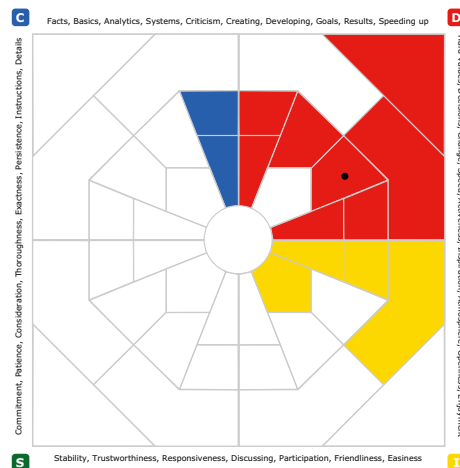
Handling Objections - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Handling Objections - Development Tips" for personalised guidance.

Sam Sample

Organisation:

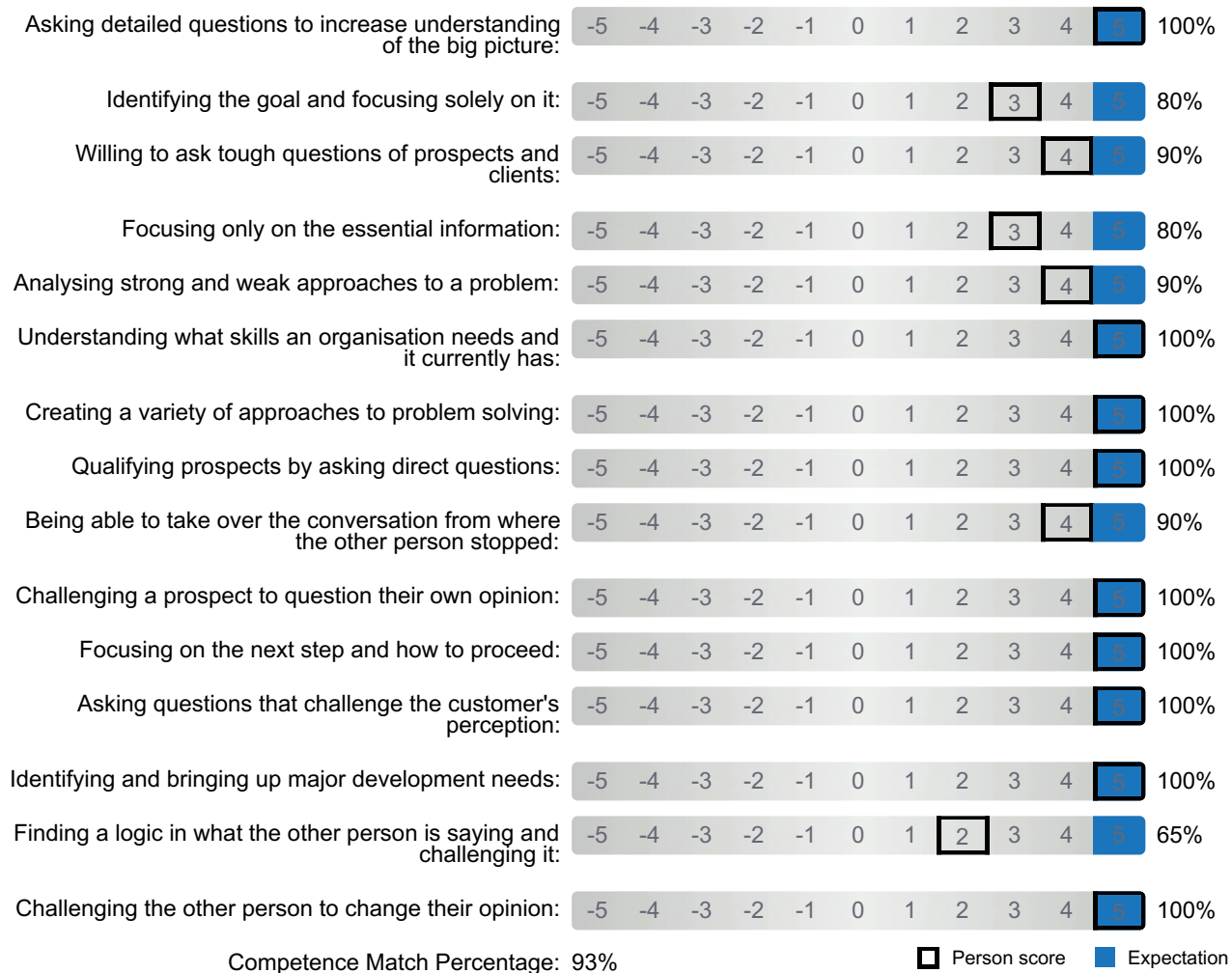
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Questioning Effectiveness

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.



Questioning Effectiveness score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts. Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

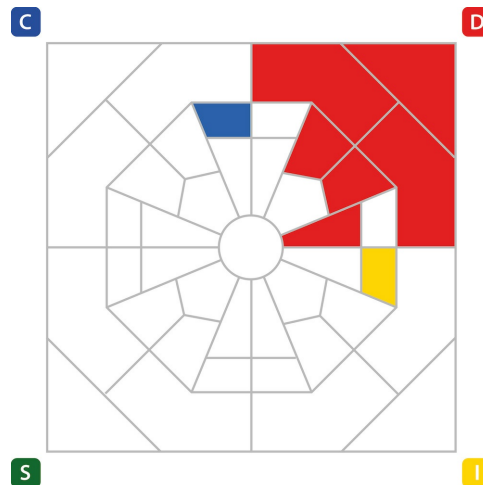
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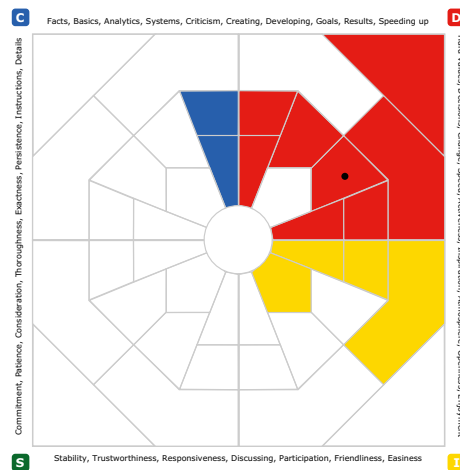
Questioning Effectiveness - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Questioning Effectiveness - Development Tips" for personalised guidance.

Sam Sample

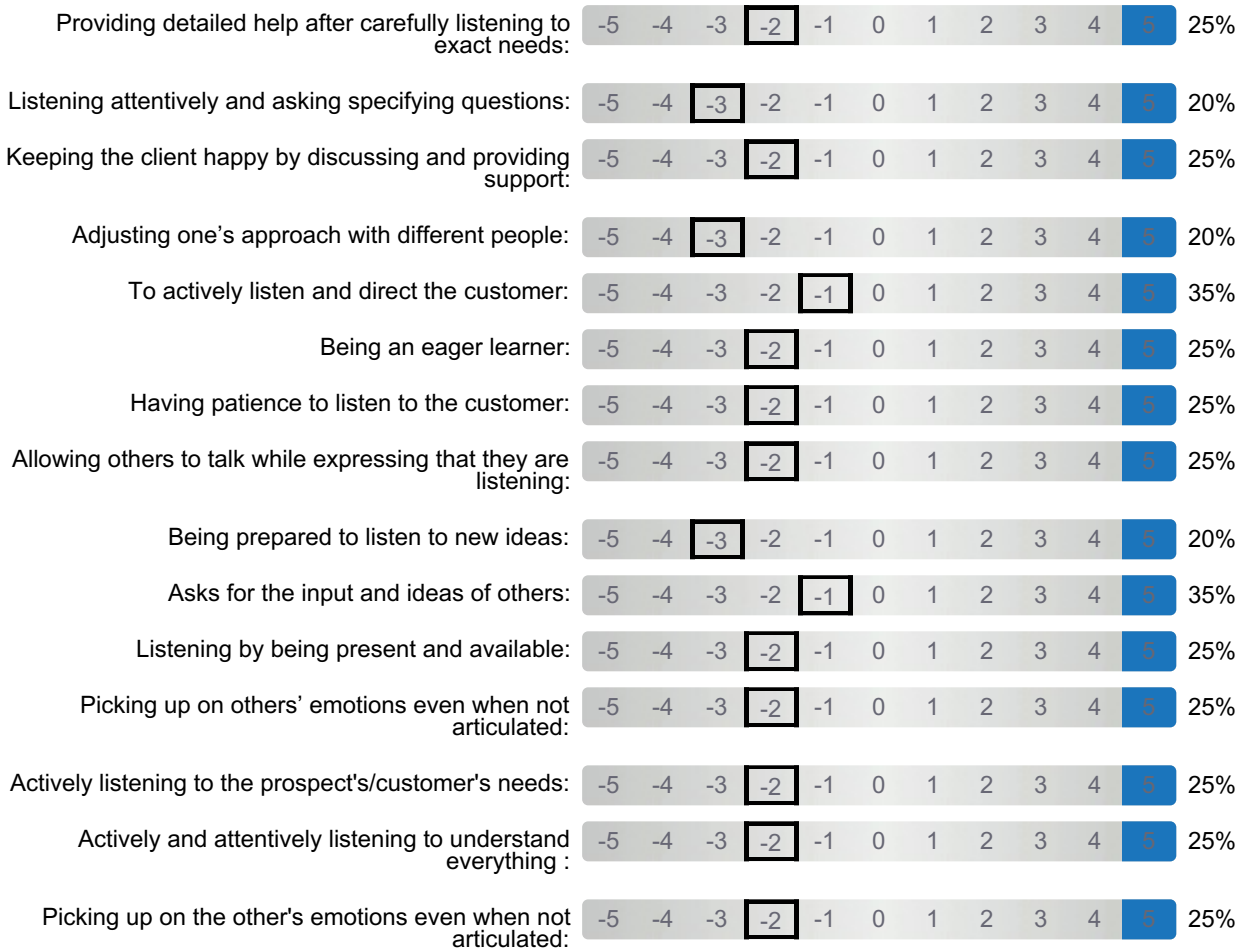
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Active Listening

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



Competence Match Percentage: 25%

☐ Person score ☒ Expectation

Active Listening score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

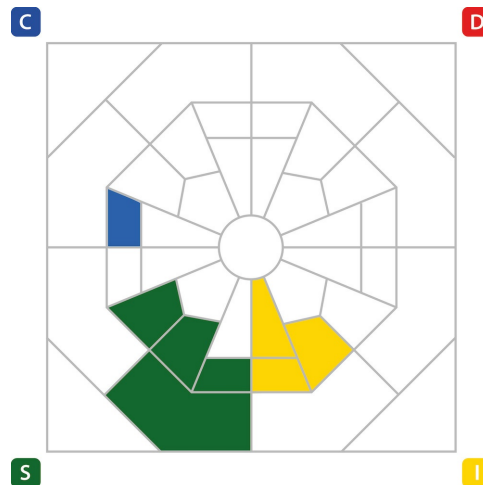
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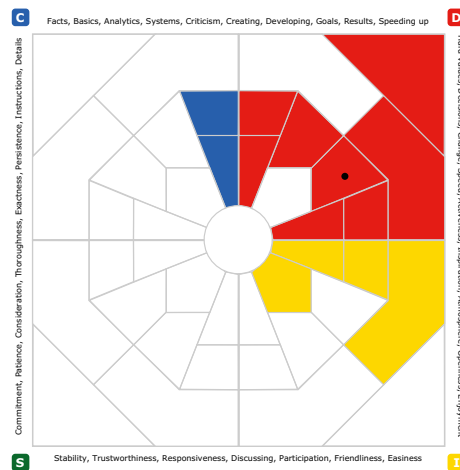
Active Listening - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Active Listening - Development Tips" for personalised guidance.

Sam Sample

Organisation:

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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.



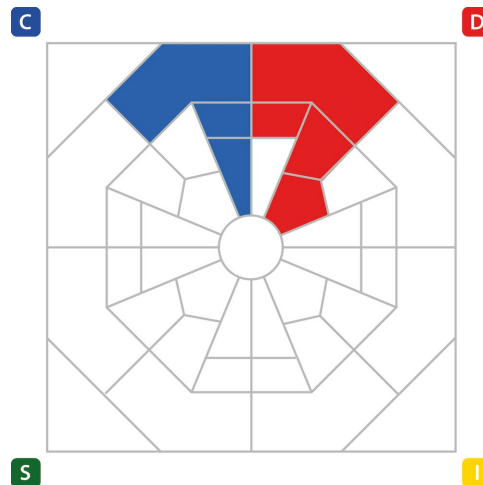
Critical Thinking score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

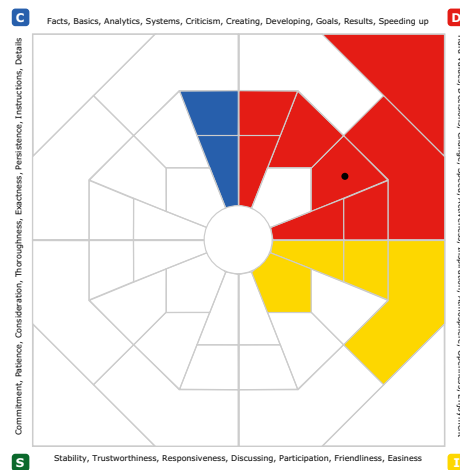
Critical Thinking - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Critical Thinking - Development Tips" for personalised guidance.

Sam Sample

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Date:

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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.



Initiative score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

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Organisation:

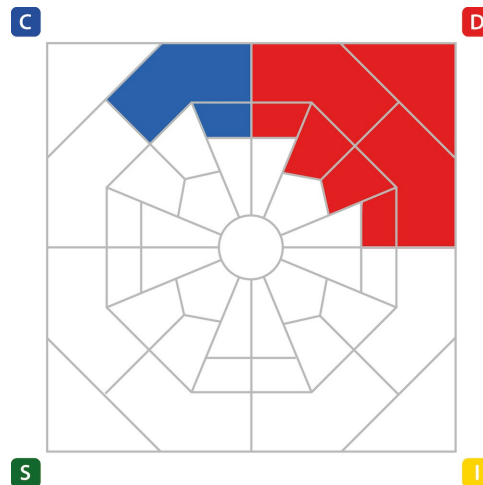
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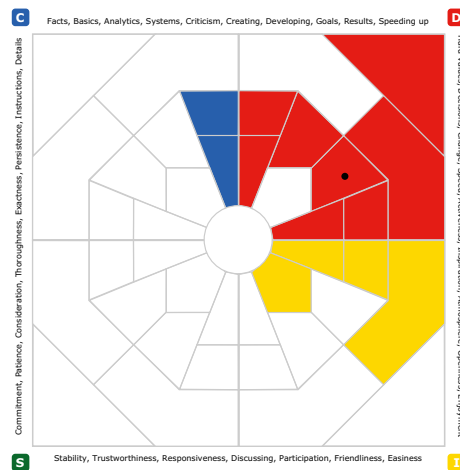
Initiative - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Initiative - Development Tips" for personalised guidance.

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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.



Presenting score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
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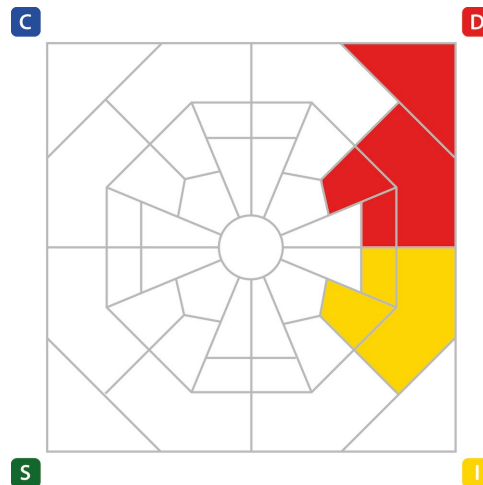
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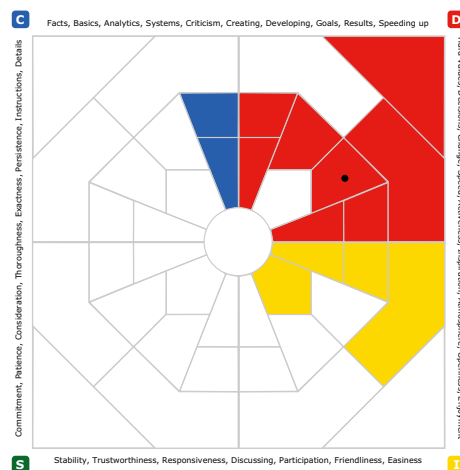
Presenting - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Presenting - Development Tips" for personalised guidance.

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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 score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

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Organisation:

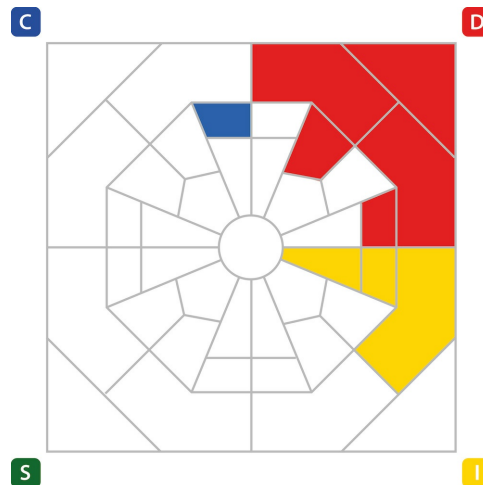
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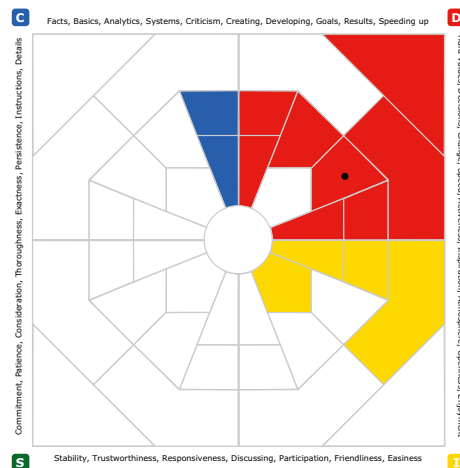
Time Management - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Time Management - Development Tips" for personalised guidance.

Sam Sample

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Date:

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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 score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

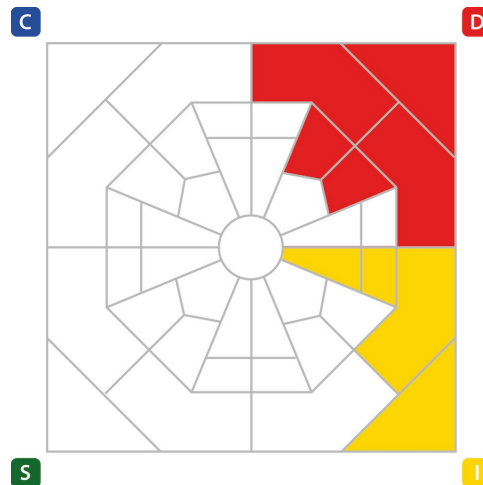
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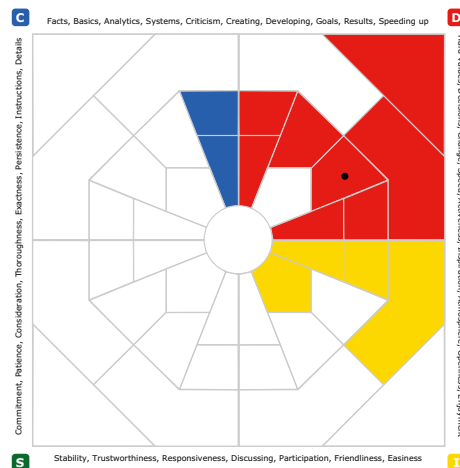
Dealing with Failure - Required Behaviours

Below is the visual representation of the required behaviours to succeed in dealing with failure, 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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Dealing with Failure - Development Tips" for personalised guidance.

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.



Determined Competitiveness score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
Negative percentage indicates you are not using your full potential.

Sam Sample

Organisation:

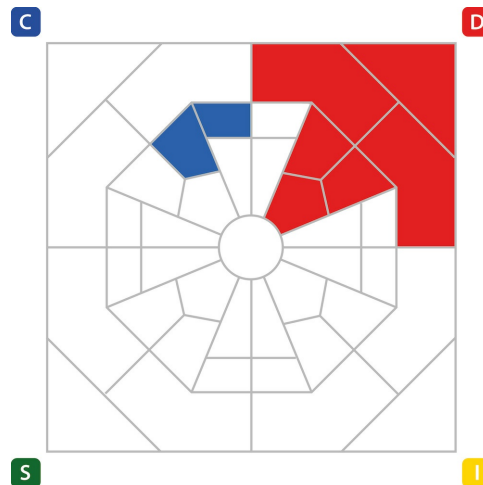
Date:

FinxS

19.08.2021

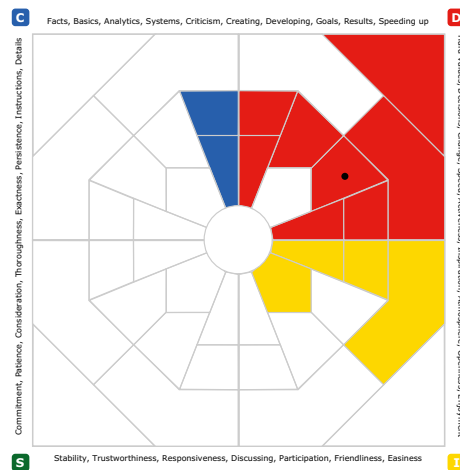
Determined Competitiveness - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Determined Competitiveness - Development Tips" for personalised guidance.

Sam Sample

Organisation:

Date:

FinxS
19.08.2021

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

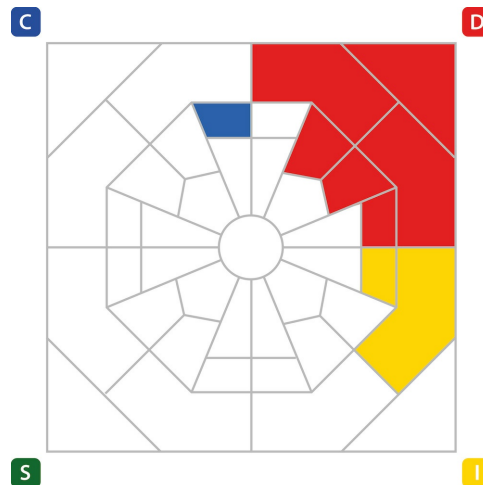
Money Concept score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

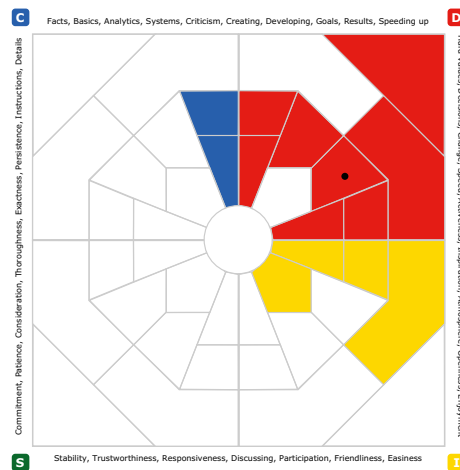
Money Concept - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Money Concept - Development Tips" for personalised guidance.

Sam Sample

Organisation:

Date:

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19.08.2021

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.



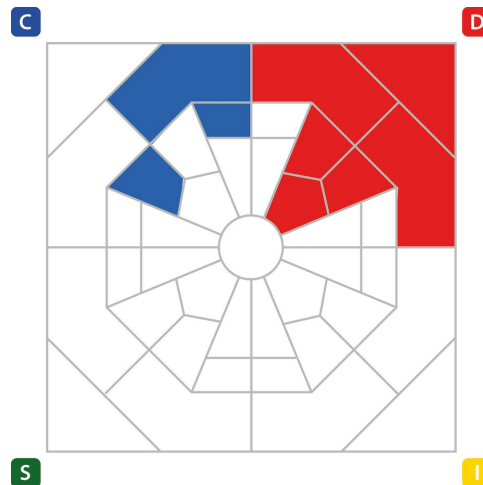
Emotional Distance score from FinxS® Sales Competence Assessment: _____

FinxS® Sales Competence Assessment Score minus Match Percentage above = +/- _____ %

Interpretation: Positive percentage indicates you are performing better than your natural style predicts.
 Negative percentage indicates you are not using your full potential.

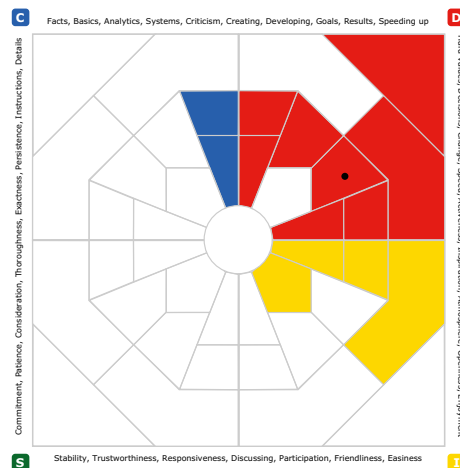
Emotional Distance - Required Behaviours

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.



Next step:

Work with your sales coach to create your road map to success. For help in the process, review your FinxS® Sales Competence Assessment "Emotional Distance - Development Tips" for personalised guidance.