

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



This assessment is based on the responses given in the Extended DISC® Behavioural Assessment 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:

02.09.2021



Introduction to the FinxS® Sales Manager 18:

The FinxS® Sales Manager 18 is designed to help you better understand and further develop your skills to successfully perform 18 important competences for managing sales. You can learn all of the competences, and you can be good at any of them. However, some of the competences come more naturally for you, whereas others require more practice and understanding of how to think and act to succeed. The report does not take into account what you have learned but focuses on what is natural - and what is not - for you.

How to use the FinxS® Sales Manager 18:

This assessment identifies your natural, hard-wired DISC behavioural tendencies in the 18 sales manager competences. 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, that are compared against your natural behavioural style.

If you keep in mind that this report focuses on what is natural for you, 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 hinder their present level of success. Also, keep in mind the purpose of this assessment is to provide guidance on how you can become even more successful, and the scores do not measure any behavioural modifications that you make. It simply identifies your natural, unmodified DISC style.

Finally, we highly recommended that you review your results with a professional facilitator who has been trained to interpret this FinxS® Sales Manager 18 report. They have been professionally trained to interpret the assessment and how to develop a clear roadmap for your success.



Sales Manager competences:

The sales manager competences identified in the FinxS® Sales Manager 18 report are: Managing Sales Process, Managing Sales, Managing Change, Managing Talent, Sales Leadership, Holding Accountable, Providing Feedback, Communication, Hiring Talent, Sales Coaching, Training Sales, Key Account Management, Terminating Employees, Social Selling, Self-Criticism, Delegation, Goal Setting, and Supporting. More detailed descriptions of each competence can be found in the report sections covering each competence.

Questions to increase your understanding of your sales manager competences

The FinxS® Sales Manager 18 report concentrates on how natural each of the competences is for you. It does not take into account what you have learned during your career or what is needed from you at the moment and in the future. In order to best use the results of this report, you could ask yourself the following questions (after being properly facilitated to understand the meaning of each of the competences and your scores):

1. Are you utilising and making the best out of the competences that are the most natural for you?
2. When acquiring additional skills and knowledge, have you focused on competences that are your natural strengths or weaknesses?
3. How well do your natural strengths meet with your current sales manager role?
4. How to adjust your management style with different types of sales professionals?
5. What competences are most critical to you at the moment?

Disclaimer:

FinxS® Sales Manager 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" hiring decisions. One must always consider many other factors, such as skills, attitudes, intelligence, knowledge, education and experience that are not measured by this assessment.

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Managing Sales

Having a high-level understanding of the role of sales in the company's business, anticipating clients' future needs and communicating them to product development, understanding the finances relating to sales, managing sales as a critical corporate function.



Competence Match Percentage: 48%

Person score Expectation

Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioural style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

Sam Sample

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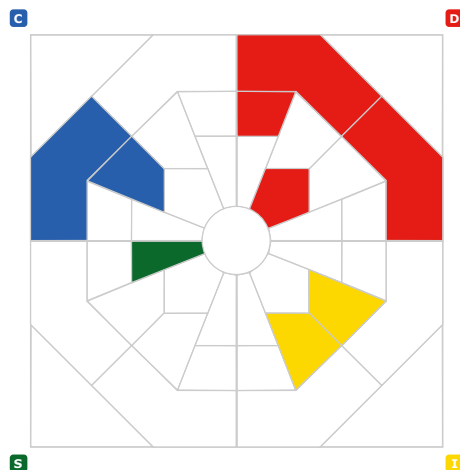
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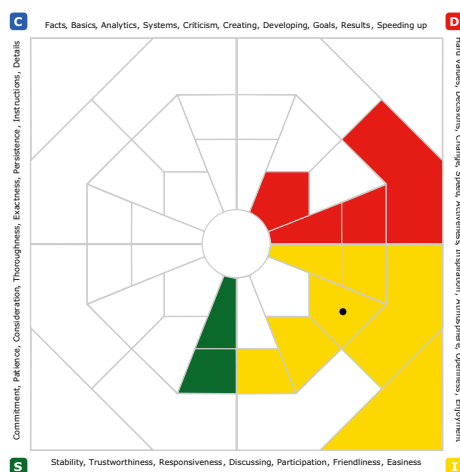
Managing Sales - Required Behaviours

Below is the visual representation where the required behaviours to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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



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Managing a Sales Process

Creating a sales process that is based on measurable results, communicating the sales process in a clear and undisputable manner, making sure everyone follows the process and taking immediate corrective action when not, being ready to change the process when identifying something that could be done better.



Competence Match Percentage: 43%

□ Person score ■ Expectation

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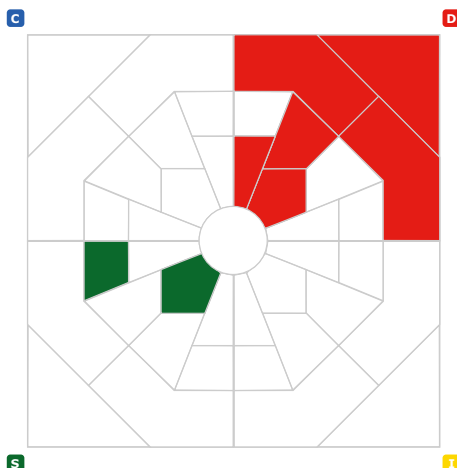
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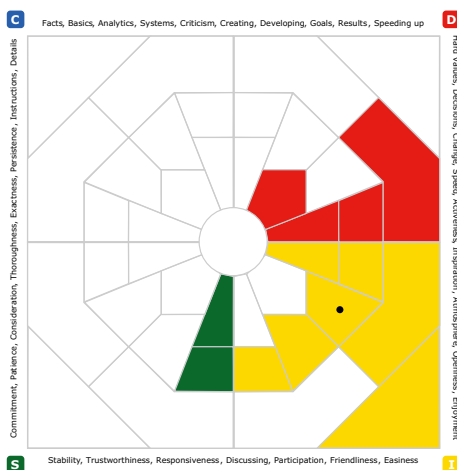
Managing a Sales Process - Required Behaviours

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Your Natural Comfort Area

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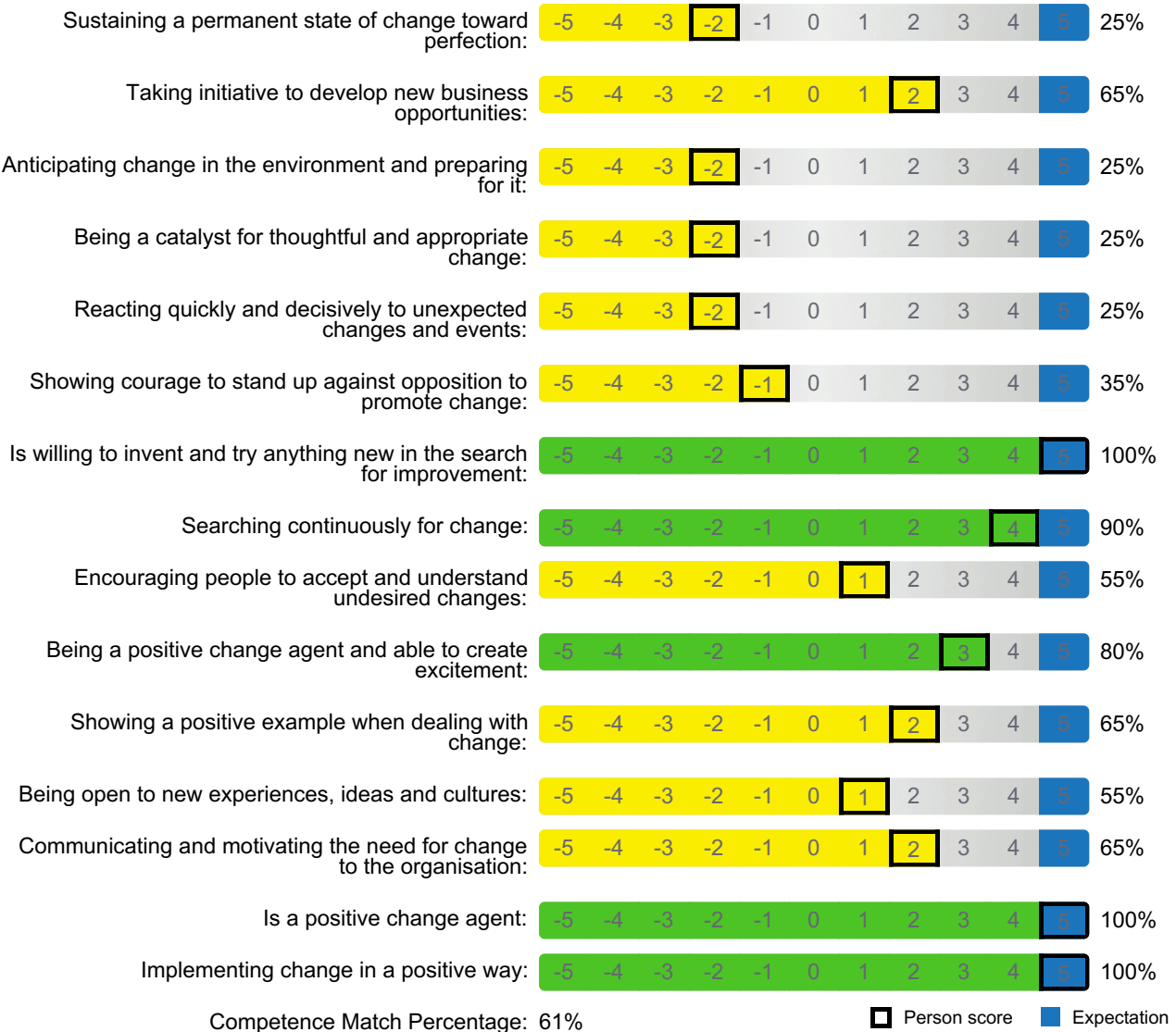
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Managing Change

Understanding constant change is needed as everything around the business is also constantly changing. Both looking for opportunities to anticipate change and reacting quickly to changes in the environment. Considering change more as an opportunity than a threat.



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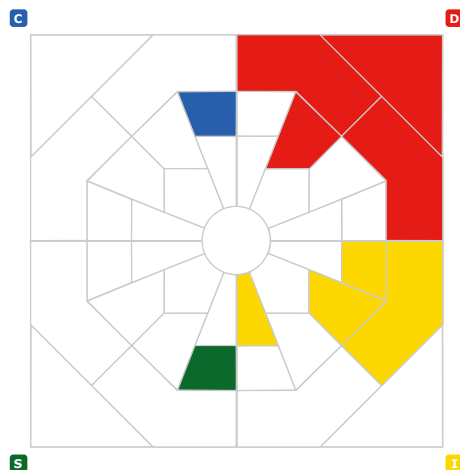
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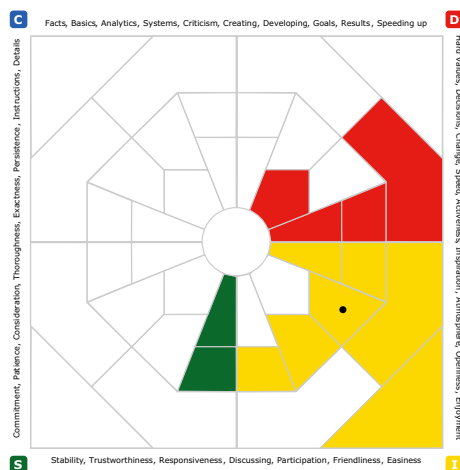
Managing Change - Required Behaviours

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Your Natural Comfort Area

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Managing Talent

Having the ability to focus on developing peoples' skills and requiring everyone to aim for their best. Giving time and focus to everyone to identify their unique skills and the exact areas where they need further development. Keeping people motivated to improve their skills and develop independently.

Being able to identify all details needed to develop a certain skill: 20%

Understanding what skills an organisation needs and it currently has: 25%

Making salespeople critically assess their performance: 25%

Keeping the organisation in constant improvement process: 35%

Engaging salespeople to compete on self-development: 90%

Maximum utilisation of the skills of each team member: 35%

Setting measurable and challenging development goals for salespeople: 35%

Pointing out clearly the development needs required to achieve the goals: 55%

Encouraging salespeople to actively share ideas: 55%

Constant, positive encouragement of people: 100%

Active developer of others' skills: 100%

Inspiring and encouraging people: 100%

Developing an encouraging work environment for salespeople: 100%

Encouraging salespeople to become more eager to learn: 100%

Respecting other people's ideas and knowledge: 25%

Competence Match Percentage: 60%

Person score Expectation

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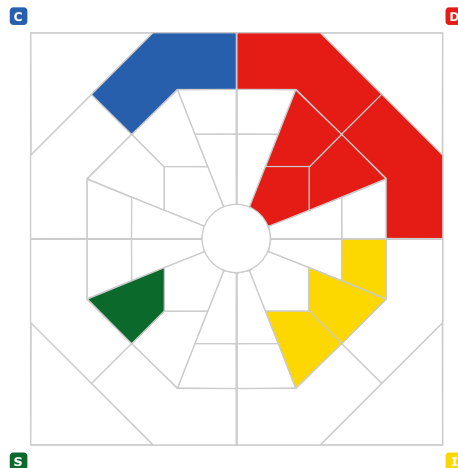
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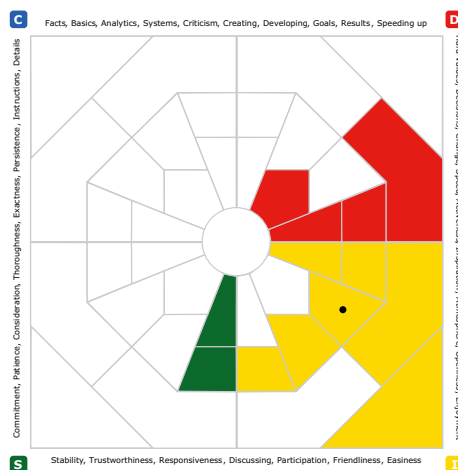
Managing Talent - Required Behaviours

Below is the visual representation where the required behaviours to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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Sales Leadership

Being a role model, inspirer and motivator of sales professionals. Communicating in a goal-focused and motivating manner with the purpose of keeping salespeople active and focused. Providing immediate feedback as well as coaching and mentoring the sales force. Being able to utilise and develop the strengths of each individual.



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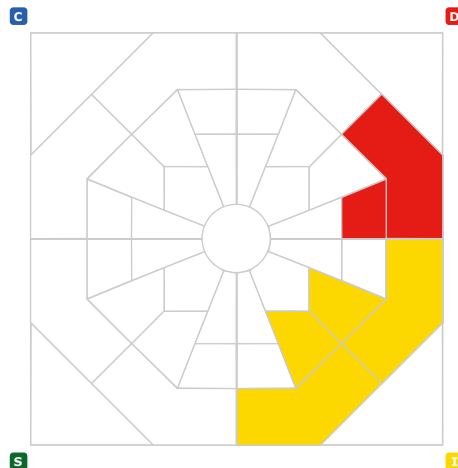
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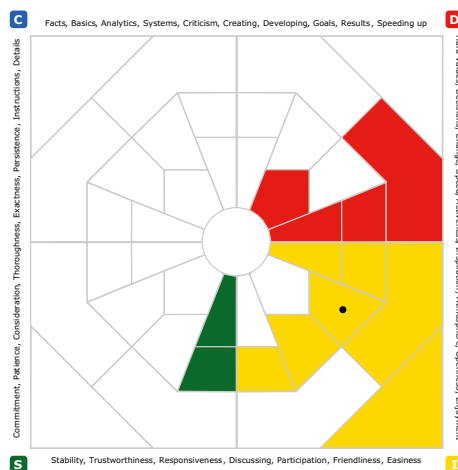
Sales Leadership - Required Behaviours

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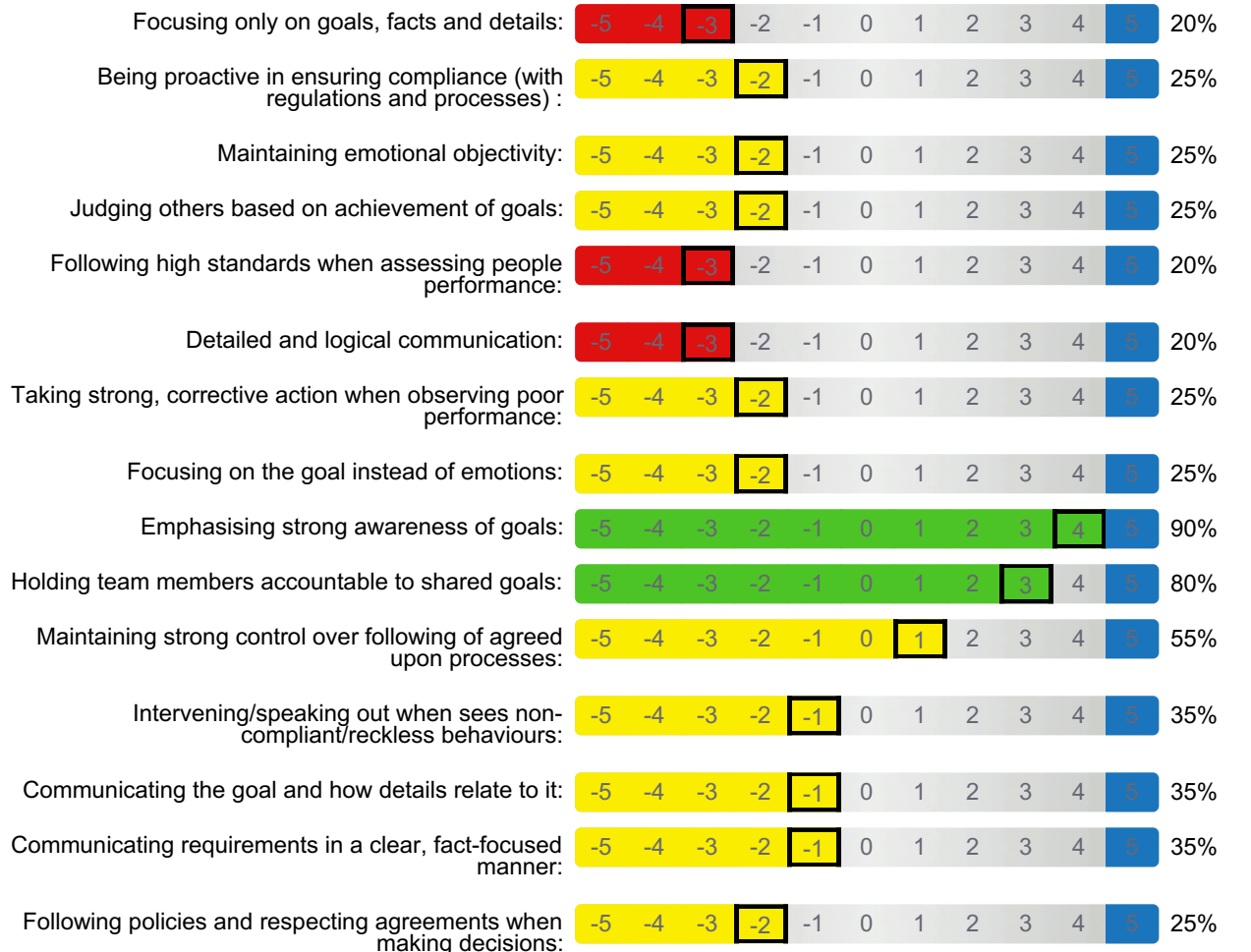
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Holding Accountable

Making sure everyone knows what their responsibilities and goals are. Constantly following up on performance and achievement of goals. Taking immediate action and not accepting poor behaviour. Expressing clearly one's expectations and providing direct feedback.



Competence Match Percentage: 36%

□ Person score ■ Expectation

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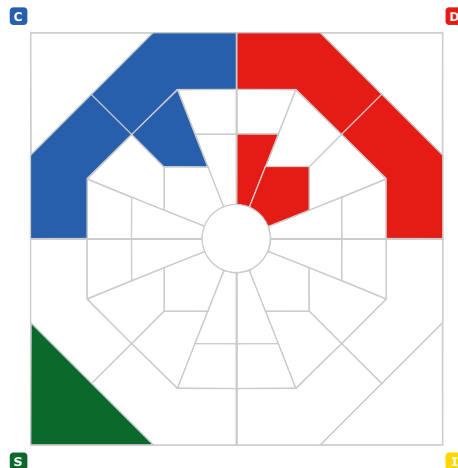
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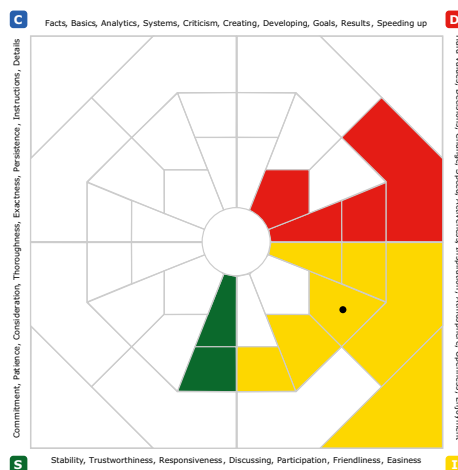
Holding Accountable - Required Behaviours

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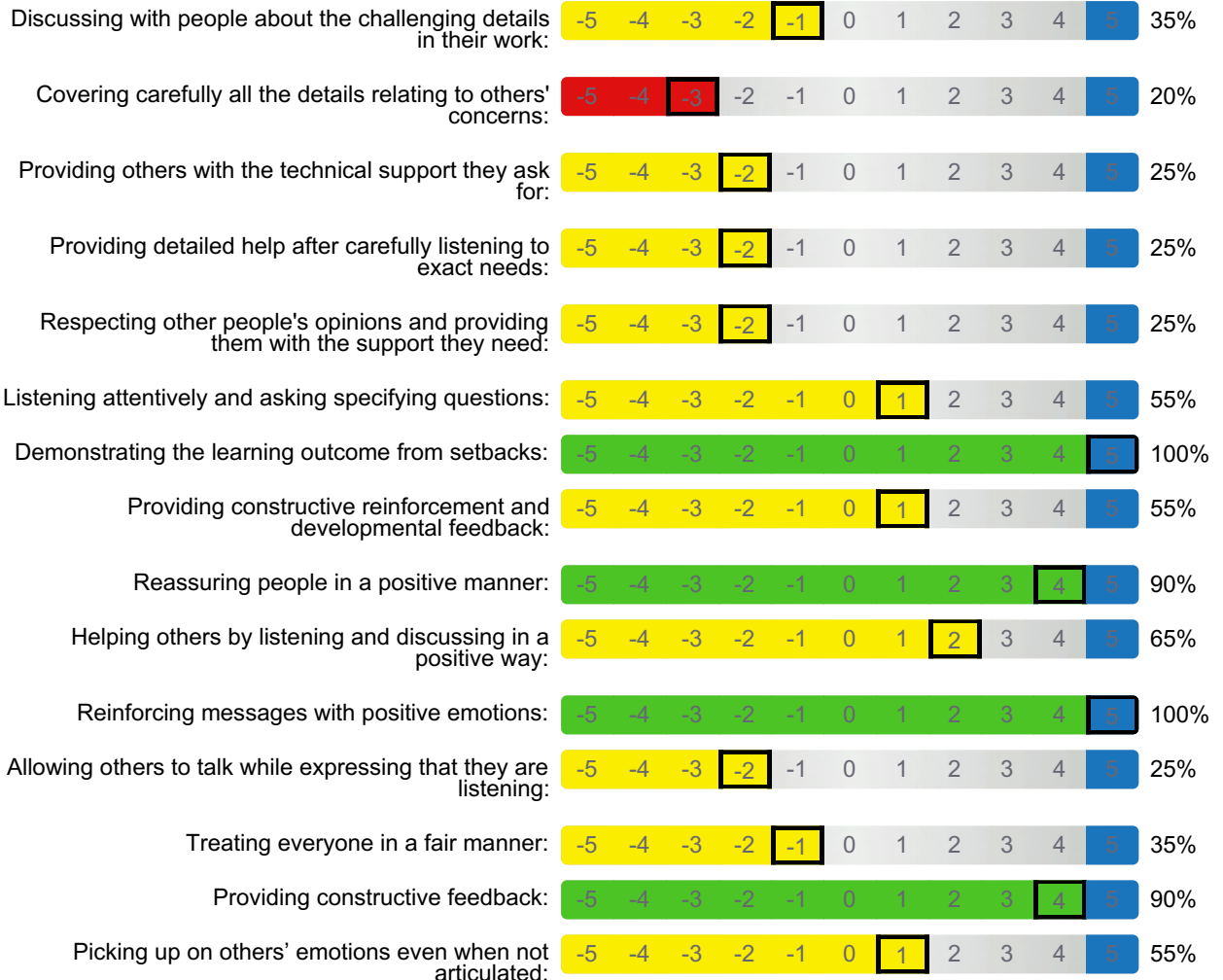
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Providing Feedback

Providing constructive feedback on both positive and negative aspects of performance. Focusing both on facts and emotions on feedback. Thoroughly explaining the reasoning behind feedback, asking for comments and committing to jointly agreed plans. Being available when asked for feedback.



Competence Match Percentage: 53%

Person score Expectation

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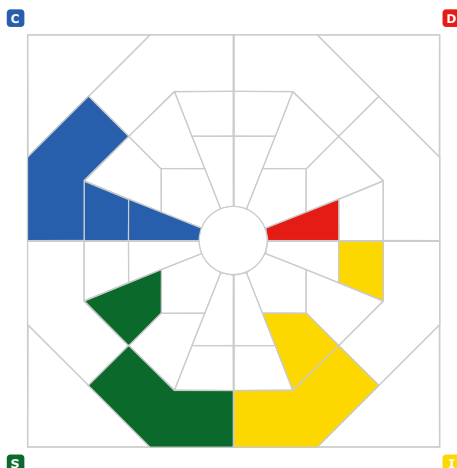
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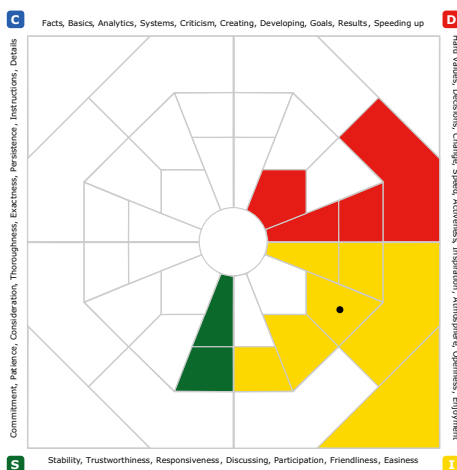
Providing Feedback - Required Behaviours

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Your Natural Comfort Area

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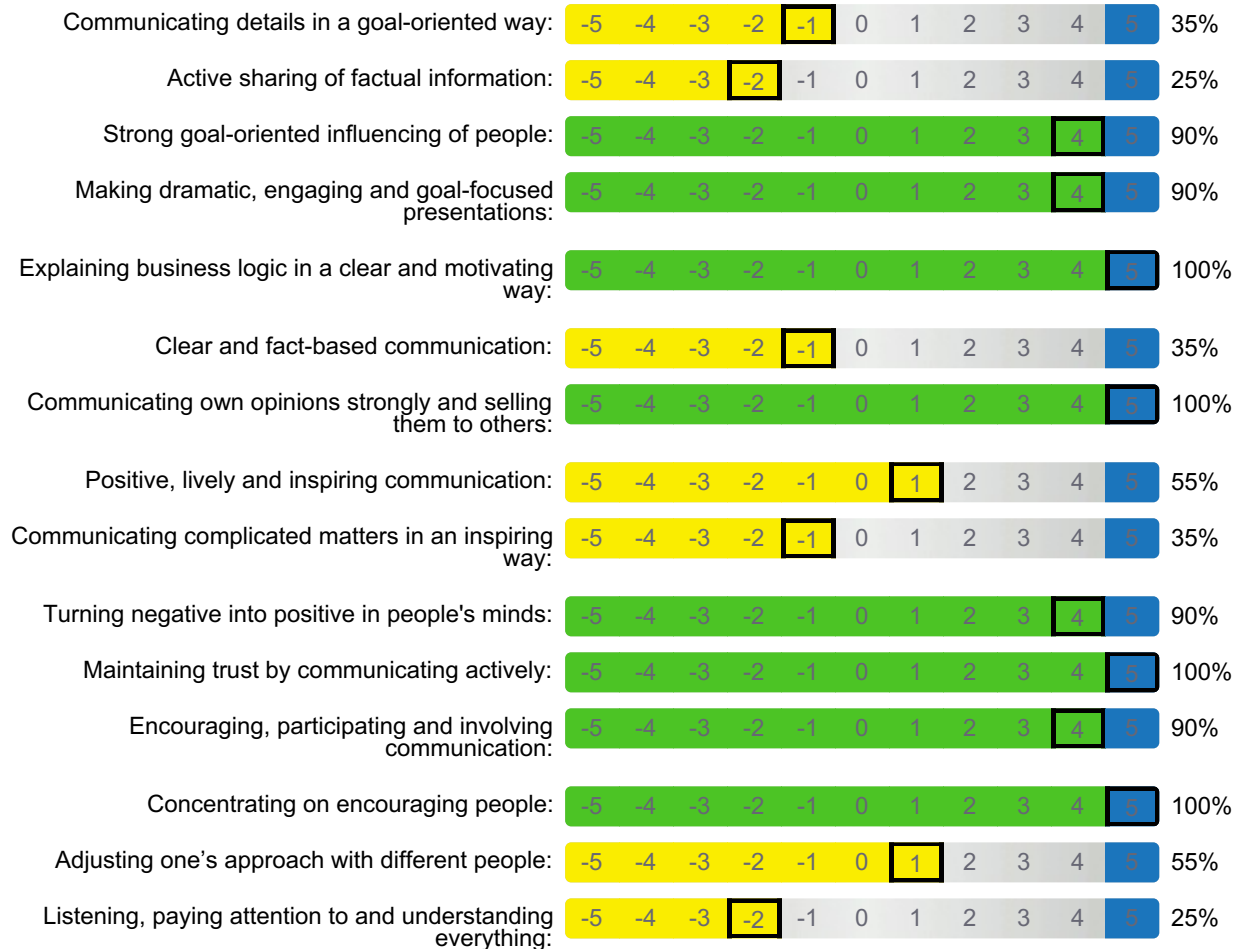
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Communication

Being an active communicator on both positive and negative aspects of performance. Using communication as a method to manage sales. Being able to focus on both facts and emotions. Being able to adjust communication to the situation and audience. Understanding when it is time to talk and when to listen.



Competence Match Percentage: 68%

□ Person score ■ Expectation

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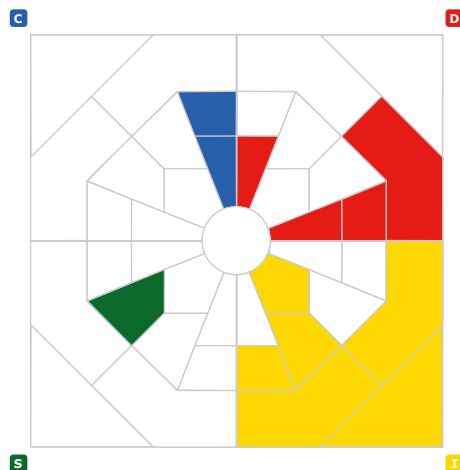
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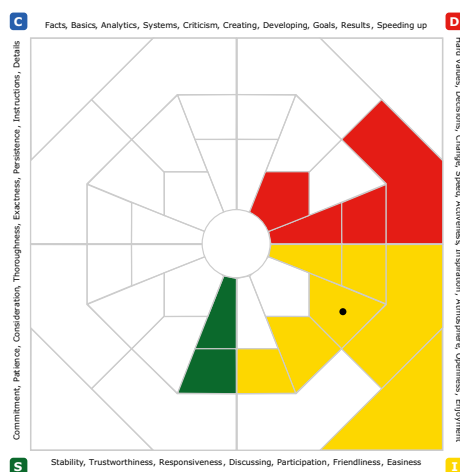
Communication - Required Behaviours

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Your Natural Comfort Area

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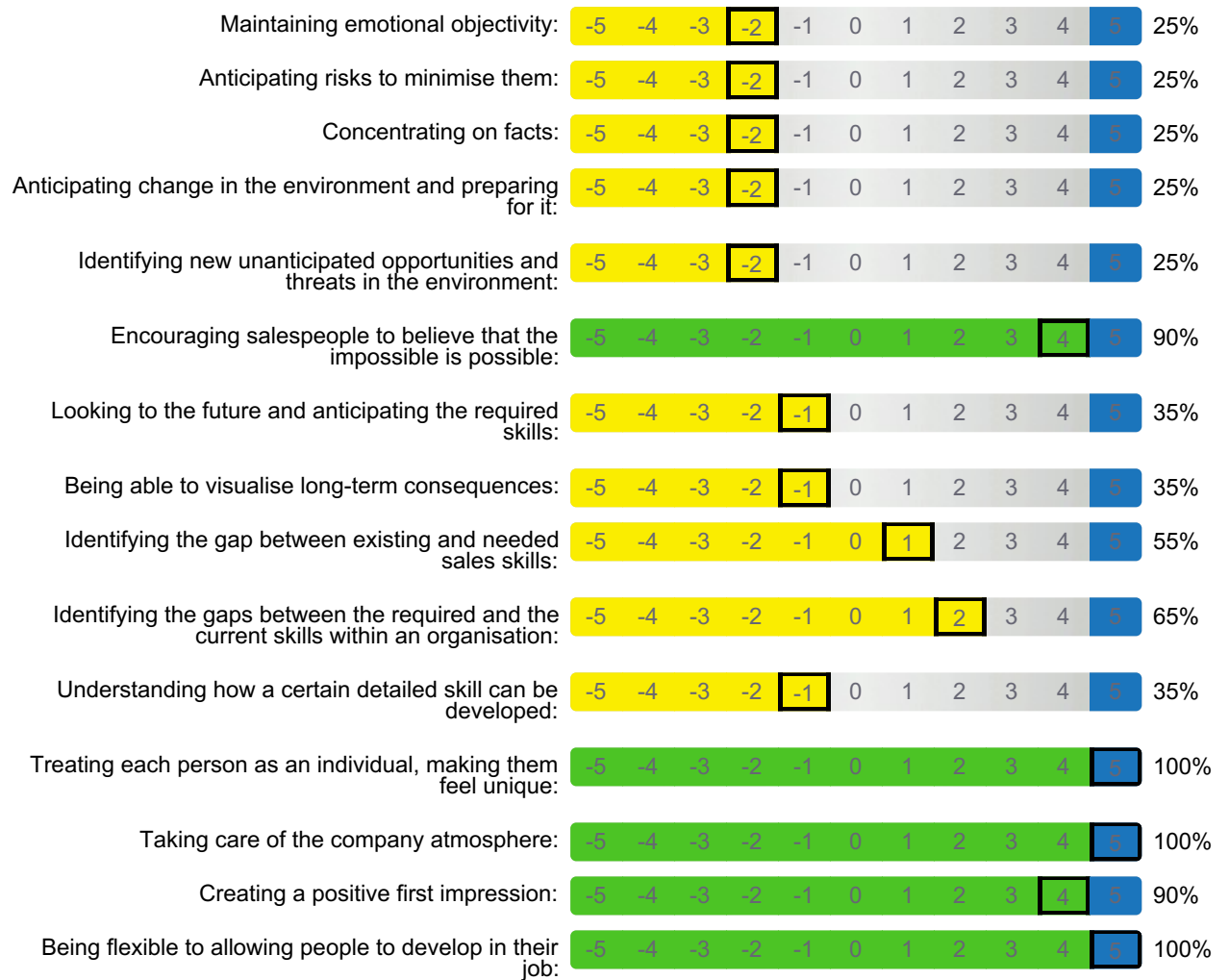
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Hiring Talent

Identifying the current and future needs of the organisation and understanding the skills needed to meet those needs. Paying attention to the skills and potential of a candidate and putting aside own preferences and emotions. Understanding how a certain skill can be developed to benefit the growth of the organisation. Creating an environment where people like to work.



Competence Match Percentage: 55%

Person score Expectation

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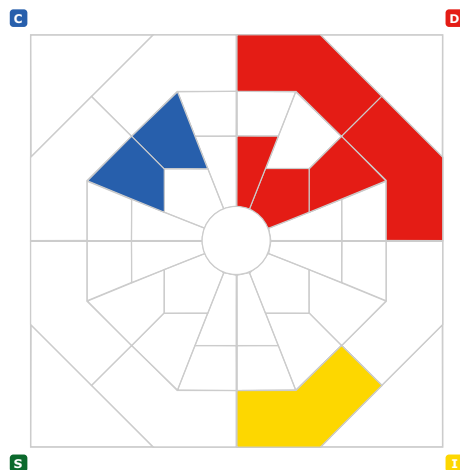
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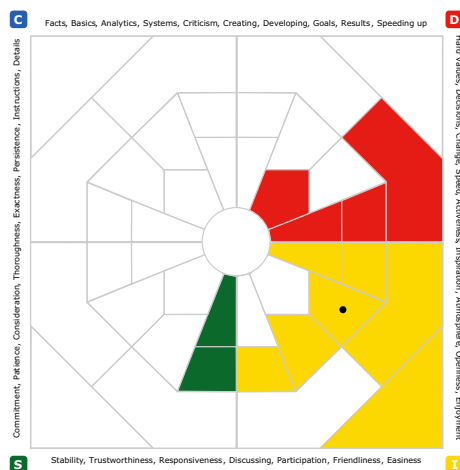
Hiring Talent - Required Behaviours

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Your Natural Comfort Area

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Sales Coaching

Paying attention to each sales professional to understand their areas of development and the potential that is not yet fully utilised. Helping a person to understand their strengths and development areas. Working together with a coachee to create a development plan that aims to improve their sales performance. Following up on its execution.



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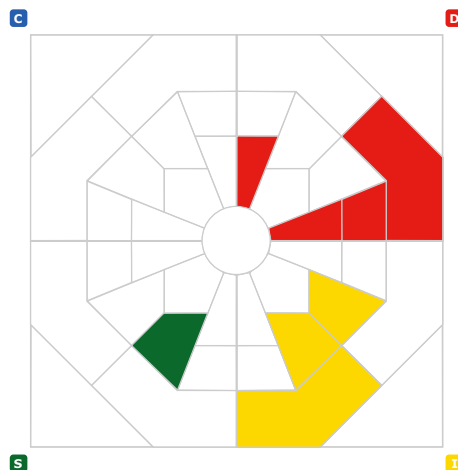
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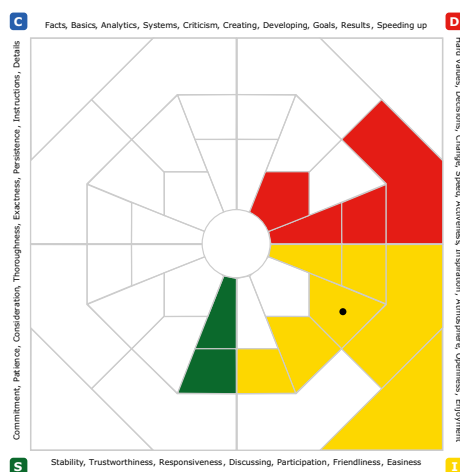
Sales Coaching - Required Behaviors

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Your Natural Comfort Area

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Training Sales

Providing inspirational, practical and goal-focused training. Providing examples, initiating discussion and facilitating exercises that all develop the specific skills needed to achieve the sales goals. Linking training to the existing sales process.



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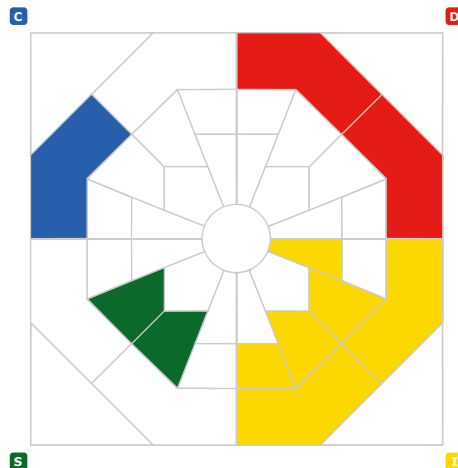
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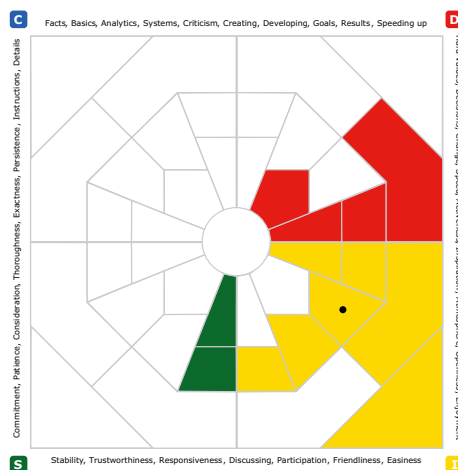
Training Sales - Required Behaviours

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Your Natural Comfort Area

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Key Account Management

Creating a bond with the key customers by actively communicating, providing extra and exceptional service, prioritising and proactively anticipating their needs. Giving the clients a feeling they are receiving VIP treatment. Allocating enough resources and responding promptly to all the inquiries from these clients.



Competence Match Percentage: 65%

□ Person score ■ Expectation

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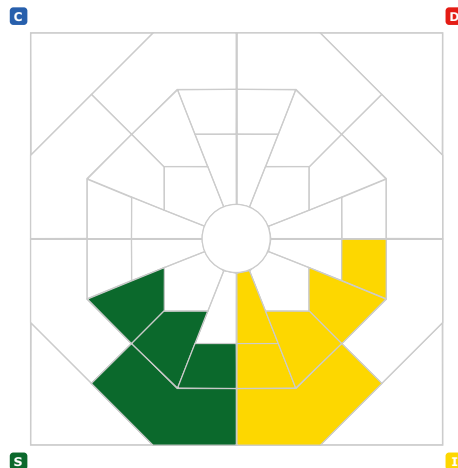
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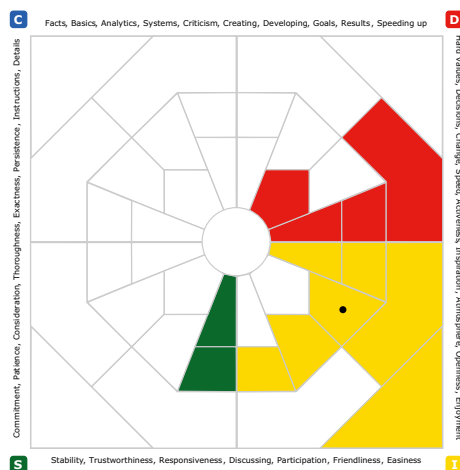
Key Account Management - Required Behaviours

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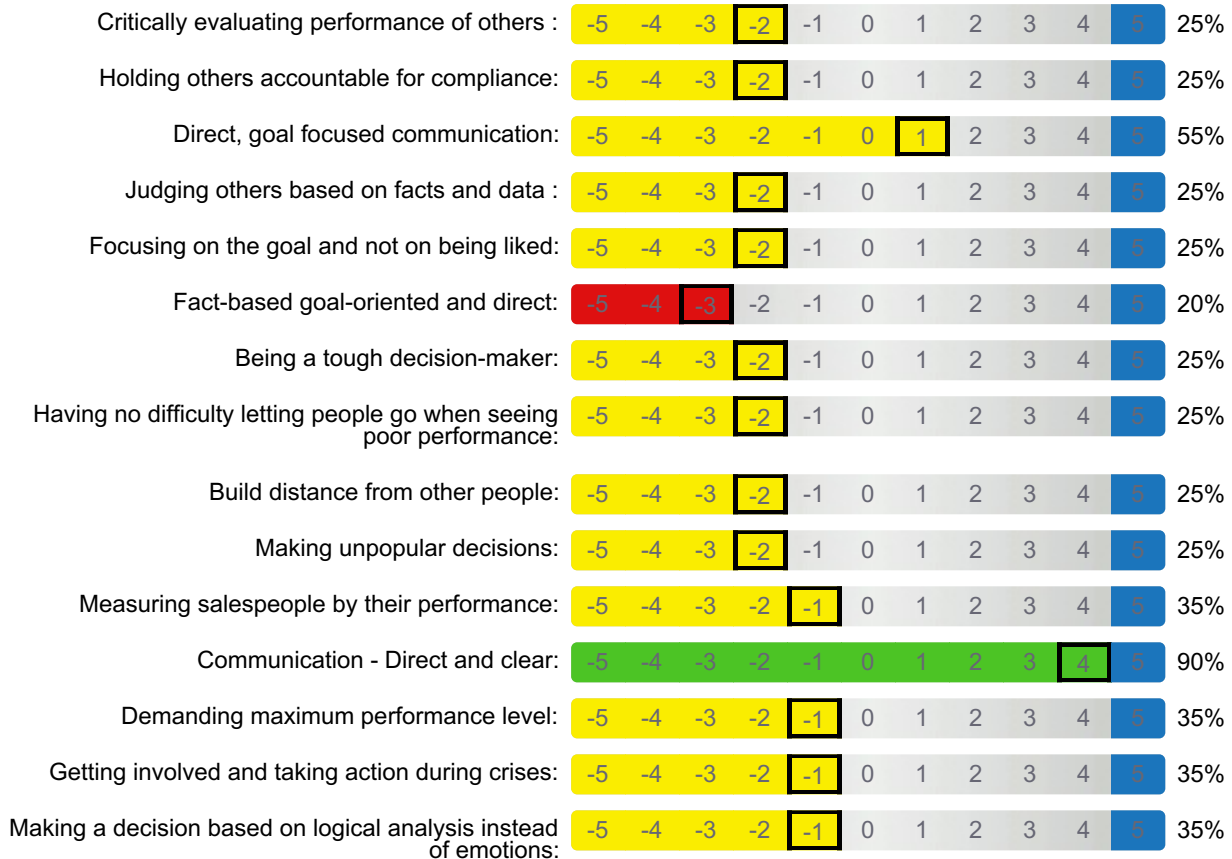
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Terminating Employees

Setting high-performance standards, monitoring performance and taking appropriate actions when standards are not met. Having no difficulty taking radical actions when needed. Being direct in communication and not letting emotions interfere with assessing peoples' performance and communicating with them.



Competence Match Percentage: 34%

□ Person score ■ Expectation

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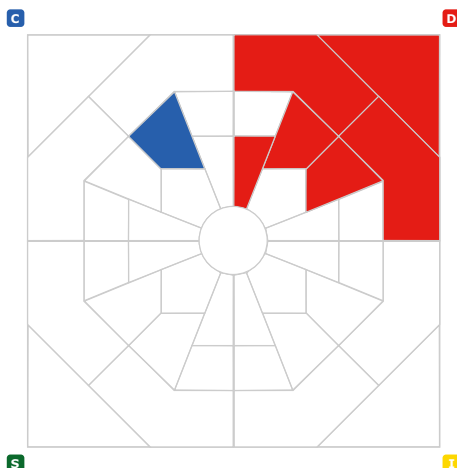
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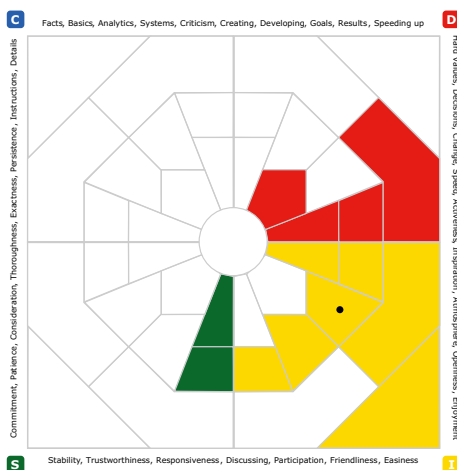
Terminating Employees - Required Behaviours

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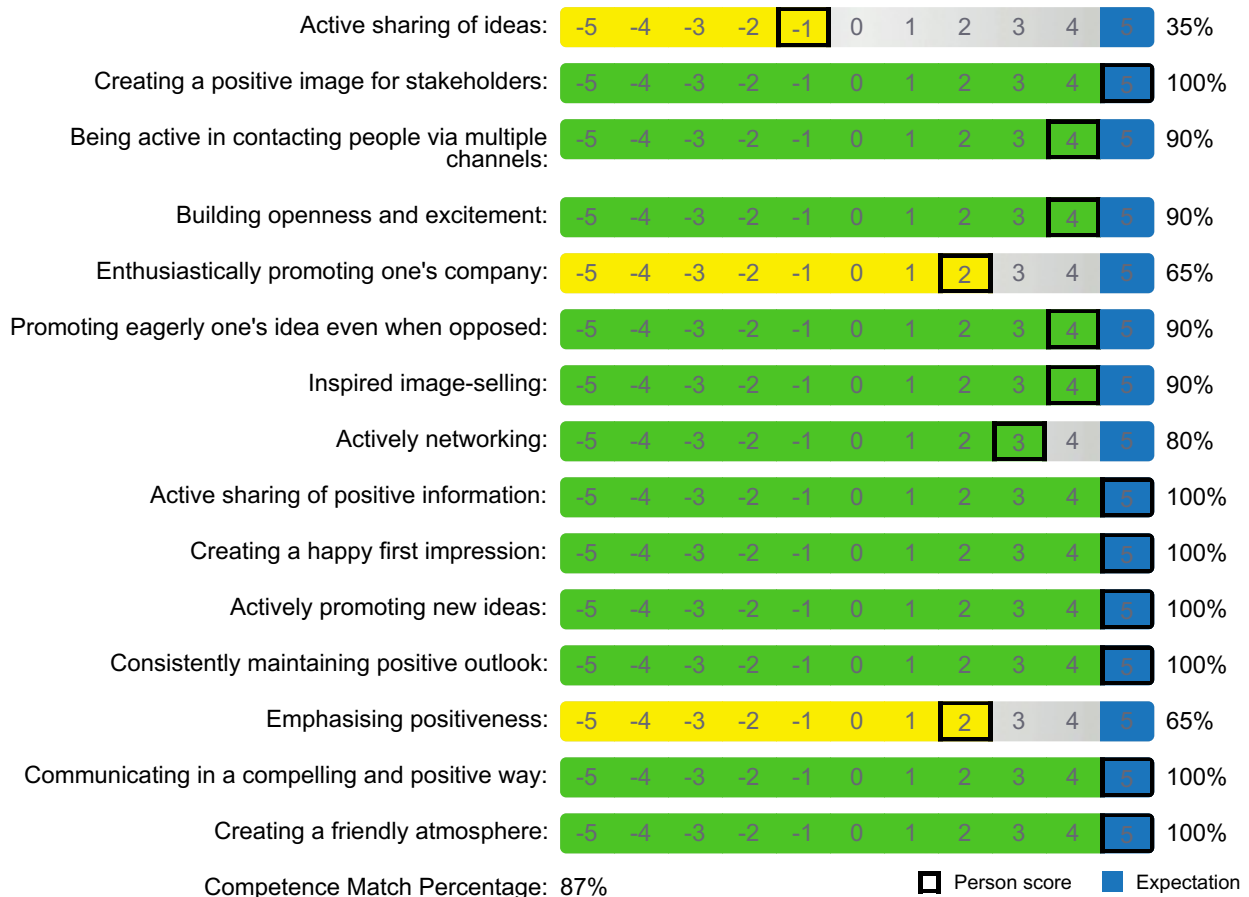
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Social Selling

Being an active promoter of one's company and its products/services. Communicating naturally in all media. Presenting oneself in an inspiring and engaging manner making people feel excited and happy to hear more. Not going into too many details or too complicated topics but keeping the communication positive and easy to understand and like.



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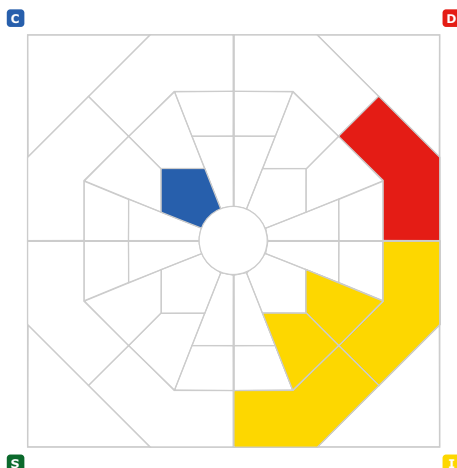
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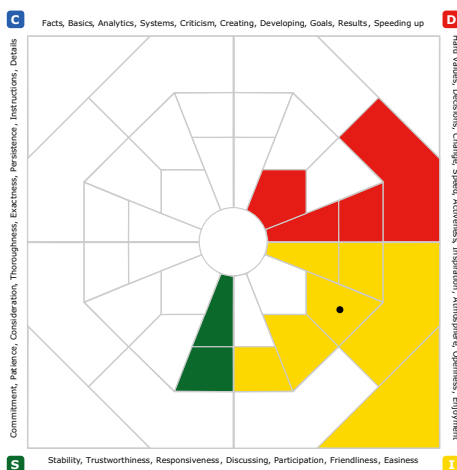
Social Selling - Required Behaviours

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Your Natural Comfort Area

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Self-Criticism

Taking responsibility for the achievement of own and team goals. Measuring own performance and taking immediate corrective actions when needed. Asking for help and accepting advice. Not hiding behind explanations or excuses nor trying to place the blame on others.



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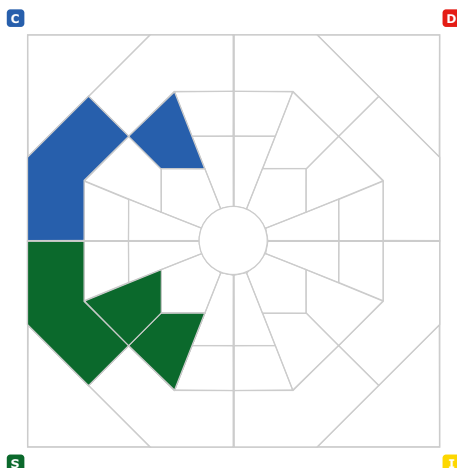
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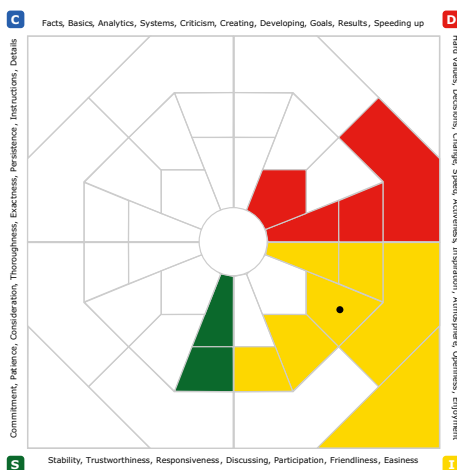
Self-Criticism - Required Behaviours

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Your Natural Comfort Area

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Delegation

Describing tasks in a way that they can be delegated easily. Trusting and motivating people to handle their responsibilities. Not wanting to interfere or deciding on every detail. Following up with people on a regular and pre-planned schedule. Being available for providing support. Holding people accountable on shared responsibilities.



Competence Match Percentage: 52%

□ Person score ■ Expectation

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Sam Sample

Organisation:

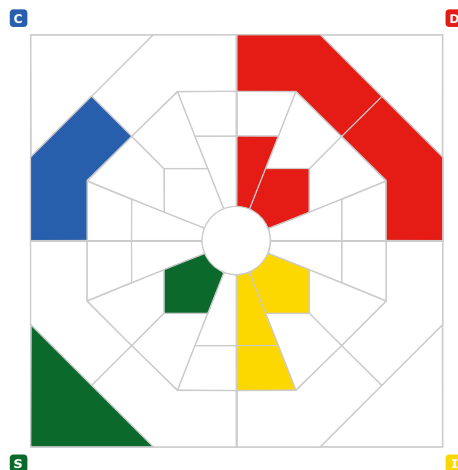
Date:

FinxS

02.09.2021

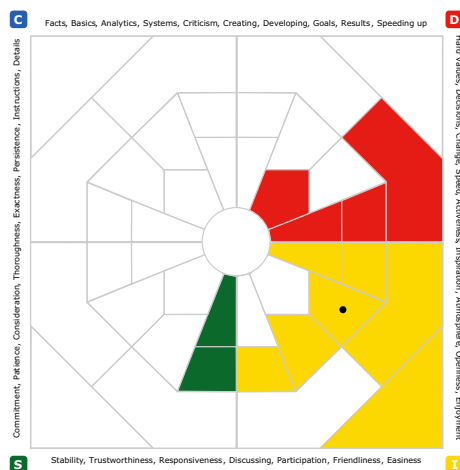
Delegation - Required Behaviours

Below is the visual representation where the required behaviours to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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



Sam Sample

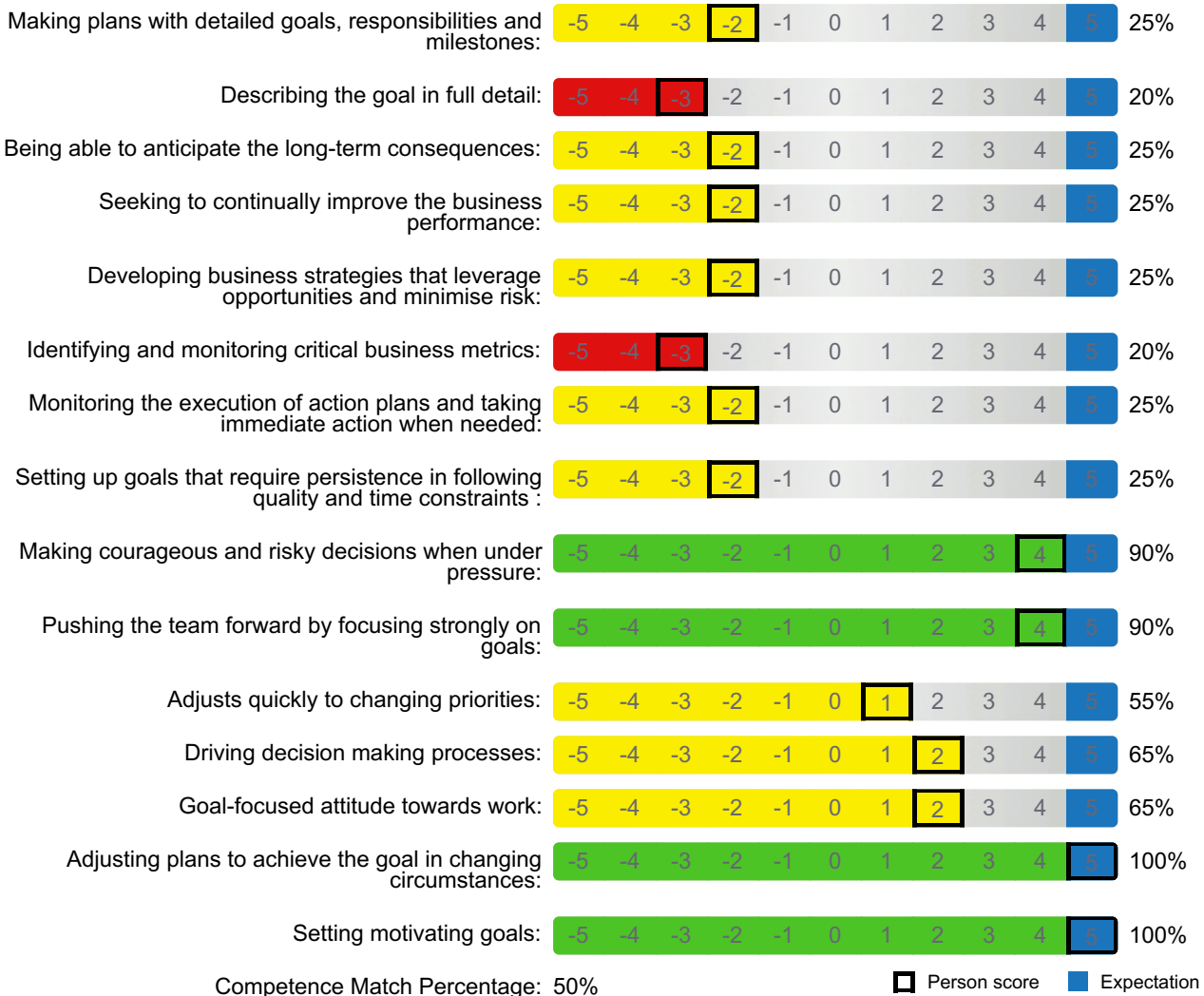
Organisation:

Date:

FinxS
02.09.2021

Goal Setting

Setting achievable goals that require the best performance from the sales team. The goals are measurable and based on the capacity of each sales professional. Achieving the goals requires everyone to develop and commit to reaching them. Goals relate to the organisation's strategy and are challenging at the same time.



Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioural style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

Sam Sample

Organisation:

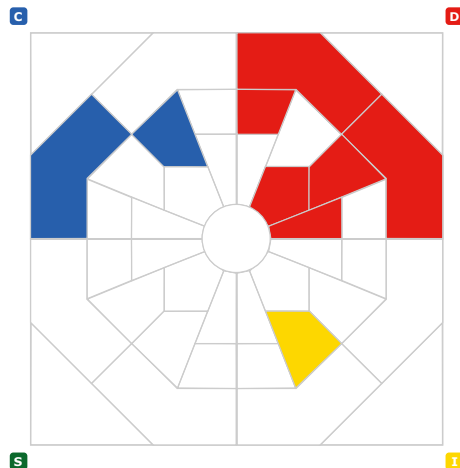
Date:

FinxS

02.09.2021

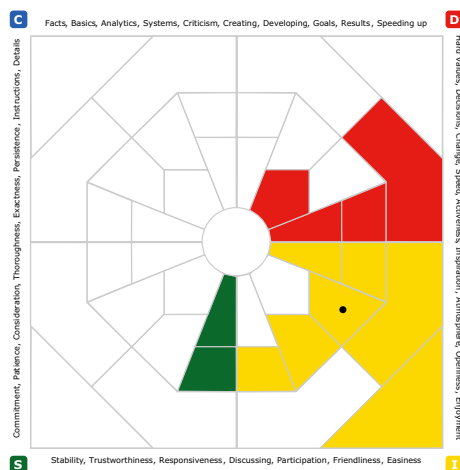
Goal Setting - Required Behaviours

Below is the visual representation where the required behaviours to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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Sam Sample

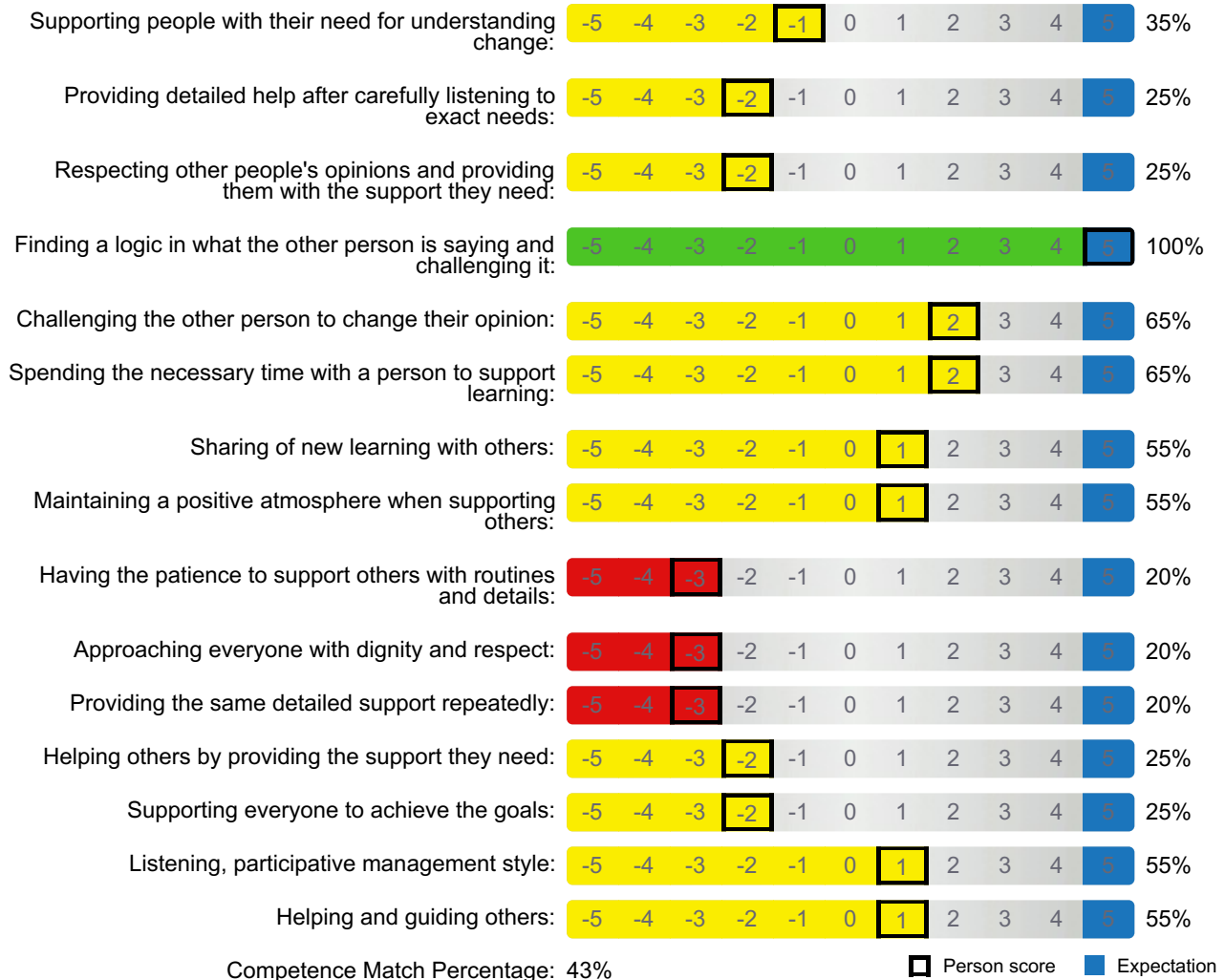
Organisation:

Date:

FinxS
02.09.2021

Supporting

Providing support to the sales professionals. Being both proactive and reactive in providing support. Encouraging people to ask for help. While being thorough and patient in providing support, still holding people accountable for achieving their goals and taking responsibility for their tasks.



Please note that sales managers are often required to have very different types of competences. It is very unlikely that all of them will match with your natural behavioural style. Please identify those competences that clearly are your natural strengths and those that require more focus and concentration from you.

Sam Sample

Organisation:

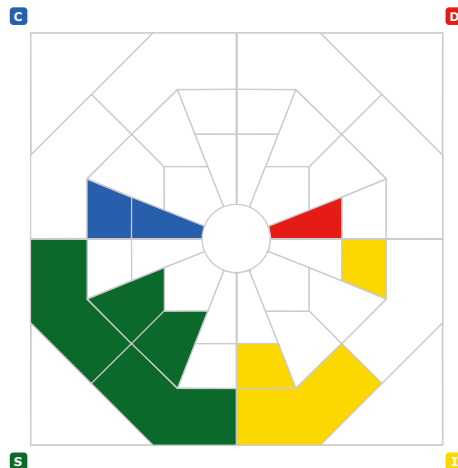
Date:

FinxS

02.09.2021

Supporting - Required Behaviours

Below is the visual representation where the required behaviours to succeed with this competence are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

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

