



# Dimensions Report

Ali Example



Dimensions

## Assessment

Dimensions

## Contents

### Sales Profile

Personality is reported in relation to the different stages involved in managing the sales cycle. The report provides insight and identifies development needs where selling and influencing are key to success in a role.

4

### Disclaimer

This report is derived from the Dimensions personality assessment, which explores the respondent's personality in relation to employment. The respondent's results are compared with a standardisation group.

The questionnaire is a self report measure and as such the results represent the respondents self perceptions. A plethora of psychological research indicates the validity of self report measures as successful predictors.

This report has been computer generated. Talent Q International, its subsidiaries and agents do not guarantee that the report has not been modified.

Talent Q International, its subsidiaries and agents accept no liability for the consequences of the use of this report, howsoever arising.

The use of Dimensions is restricted to individuals authorised by Talent Q International, its subsidiaries and agents.

The information contained within this report should be treated as confidential and as such this report should be stored securely and in compliance with best practice data protection principles.

This report has a shelf life of between 18 and 24 months under normal circumstances.

# Introduction to Dimensions

**Dimensions is a 'right sized' personality questionnaire offering efficient and understandable scientific insight into personality in contemporary business. Dimensions can be used from senior management roles to managerial, professional, graduate and supervisory levels, across all functions and industry sectors. It is available in a number of languages enabling consistency of assessment across geographic boundaries.**

Dimensions has undergone thorough research and development in terms of norms, reliability and validity, allowing confidence in the fact that Dimensions is both highly effective and complies with best practice and regulatory guidelines. The questionnaire has a unique format combining the ease of simple rating scales with an element of forced-choice to ensure that it is exacting and difficult to fake.

Dimensions is part of Talent Q, an innovative portfolio of assessment products inspired and developed by Roger Holdsworth. It can be used in a stand-alone manner or as part of a broader Talent Q assessment. The following reports are available:

# Sales Profile

**This report applies personality styles to the context of sales. The Dimensions Sales Model breaks down the sales process into eight key stages. The resulting profile suggests the likely level of comfort in each area. It is important to bear in mind this is not the same as actual skills in each area, but indicates the level of comfort operating at each stage and areas that may benefit from further development.**

# Sales Profile

A glossary describing in more detail the specific behaviours relating to each stage of the model is provided overleaf on the next page

Sales Profile	1	2	3	4	5	6	7	8	9	10
Planning and Preparation										10
Building Rapport		3								
Fact Finding										10
Identifying Needs			4							
Presenting Solutions	1									
Handling Objections		3								
Getting the Sale				5						
Post-meeting Service				5						

# Sales Glossary

This glossary describes the eight components of the sales process. This is a static glossary. Refer to the previous page for the individual's profile.

Sales Traits	
<b>Planning and Preparation</b>	Plans and prepares for the sales meeting, undertakes requisite background analysis, sets clear goals for the meeting, gathers materials necessary for meeting. Is aware of the competition, is able to effectively allocate time according to opportunity.
<b>Building Rapport</b>	Quickly establishes rapport with an array of different types of customers, is able to put people at ease, recognises behavioural cues and adapts style accordingly. Builds and maintains strong interpersonal relationships.
<b>Fact Finding</b>	Is able to systematically gather information and data, uses good questioning skills to elicit information. Is able to probe for information without being overbearing, recognises and adapts to behavioural cues.
<b>Identifying Needs</b>	Is able to identify and extract customer needs and issues from information gained, realises the implications of the needs and the benefit to the customer of addressing needs. Is able to gain agreement from the customer regarding their needs, the implications thereof and the benefits of addressing them.
<b>Presenting Solutions</b>	Is able to succinctly and effectively present and communicate solutions including their features, advantages and benefits in a creative manner to meet with customer needs.
<b>Handling Objections</b>	Understands objections and objection handling, is able to identify real objections from excuses, understands when to side step objections and when to address them directly. Is not phased by objections and is able to handle them with poise and influence, and with a judicious combination of resilience and flexibility.
<b>Getting the Sale</b>	Understands buying signals, the desire curve, decision making authority, when, how and in what way to close the sale, is comfortable and does not shy away from closing the sale. Does not try to close sales prematurely. Is determined to achieve the sale, and is motivated by a desire to win and to perform.
<b>Post-meeting Service</b>	Ensures that commitments are honoured, completes the necessary paperwork and ensures appropriate and timely follow-up.