

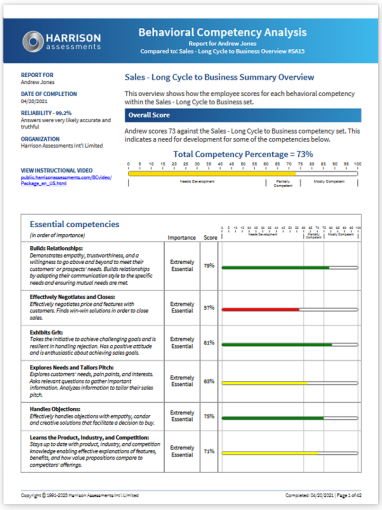
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Behavioral Competency Analysis

Report for Andrew Jones

Compared to: Sales - Long Cycle to Business Overview #SAL5

REPORT FOR
Andrew Jones

DATE OF COMPLETION
04/20/2021

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

ORGANIZATION
Harrison Assessments Int'l Limited

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Sales - Long Cycle to Business Summary Overview

This overview shows how the employee scores for each behavioral competency within the Sales - Long Cycle to Business set.

Overall Score

Andrew scores 73 against the Sales - Long Cycle to Business competency set. This indicates a need for development for some of the competencies below.

Total Competency Percentage = 73%

Essential competencies

(in order of importance)

	Importance	Score
Builds Relationships: Demonstrates empathy, trustworthiness, and a willingness to go above and beyond to meet their customers' or prospects' needs. Builds relationships by adapting their communication style to the specific needs and ensuring mutual needs are met.	Extremely Essential	79%
Effectively Negotiates and Closes: Effectively negotiates price and features with customers. Finds win-win solutions in order to close sales.	Extremely Essential	57%
Exhibits Grit: Takes the initiative to achieve challenging goals and is resilient in handling rejection. Has a positive attitude and is enthusiastic about achieving sales goals.	Extremely Essential	81%
Explores Needs and Tailors Pitch: Explores customers' needs, pain points, and interests. Asks relevant questions to gather important information. Analyzes information to tailor their sales pitch.	Extremely Essential	60%
Handles Objections: Effectively handles objections with empathy, candor and creative solutions that facilitate a decision to buy.	Extremely Essential	78%
Learns the Product, Industry, and Competition: Stays up to date with product, industry, and competition knowledge enabling effective explanations of features, benefits, and how value propositions compare to competitors' offerings.	Extremely Essential	71%



Behavioral Competency Analysis

Report for Andrew Jones

Compared to: Exhibits Grit #SA01

REPORT FOR
Andrew Jones

DATE OF COMPLETION
04/20/2021

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

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Exhibits Grit

Takes the initiative to achieve challenging goals and is resilient in handling rejection. Has a positive attitude and is enthusiastic about achieving sales goals.

This report identifies the specific factors related to Exhibits Grit and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Andrew scores 81 on Exhibits Grit which indicates Andrew probably exhibits the expected behavior that fulfills this competency with only a small gap between his behavior and the ideal behavior for this competency.

Total Competency Percentage = 81%

Essential traits

(in order of importance)

Negative Impact <-> Positive Impact

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: Andrew is very motivated by challenging tasks or projects and needs challenging work. Andrew strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. This will probably have a very positive impact on this behavioral competency.	9.4											
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: Andrew very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. This will probably have a somewhat positive impact on this behavioral competency.	8.7											

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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