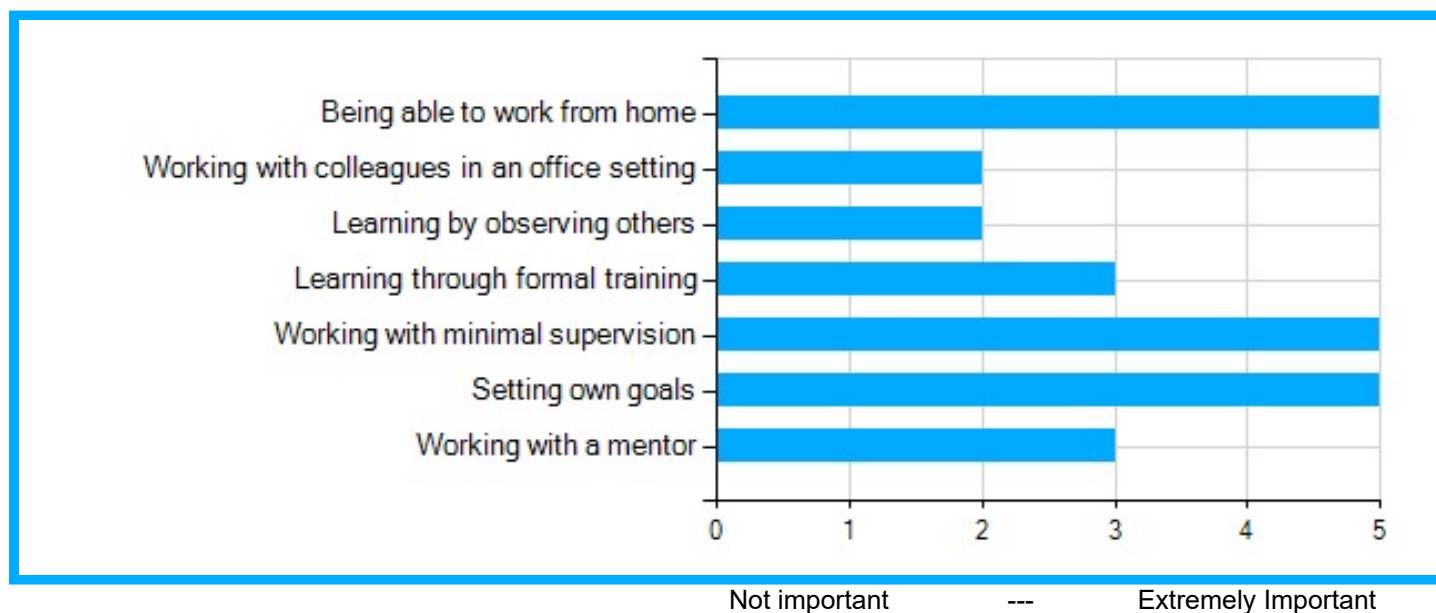




## Confidential Personal Feedback Report

This chart helps you understand your **work preferences and approaches**. See below for how you responded based on your preferences.



**DID YOU KNOW?**



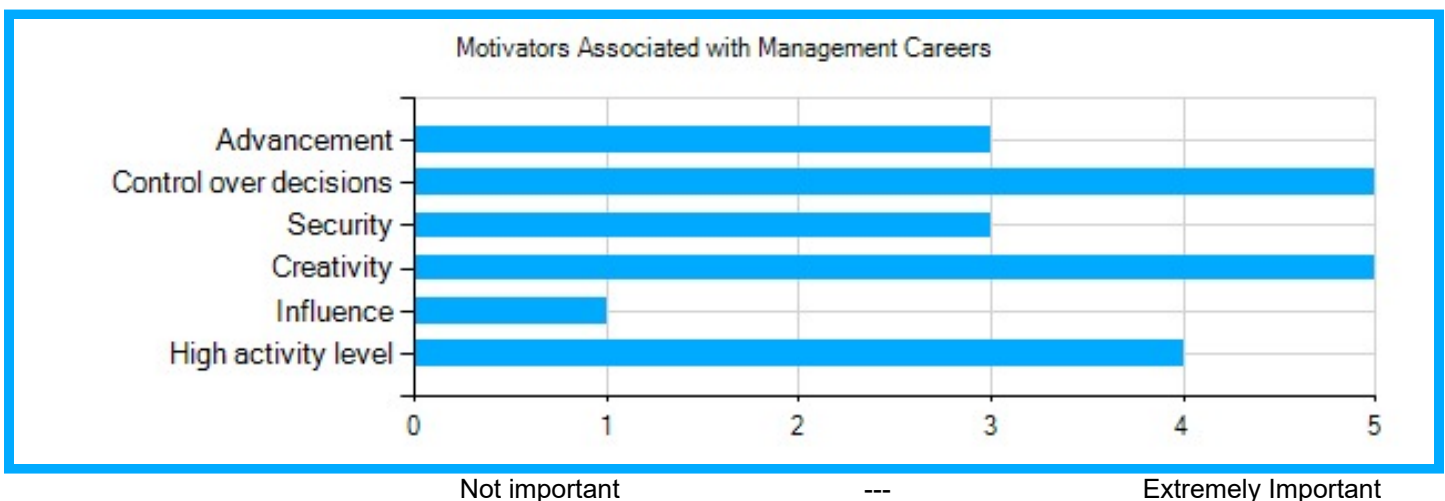
The opportunity to “be your own boss” is one of the top three reasons today’s financial representatives say they want this job.





## Confidential Personal Feedback Report

These charts help you understand your **motivators**. See below for how you responded in the two categories.



Take a look at how you rated the importance of each of these motivators. Have a conversation with the hiring manager about how these motivators would play out in your new role. This will give you a sense of the fit between your goals and the outcomes typically provided by a sales or management career.

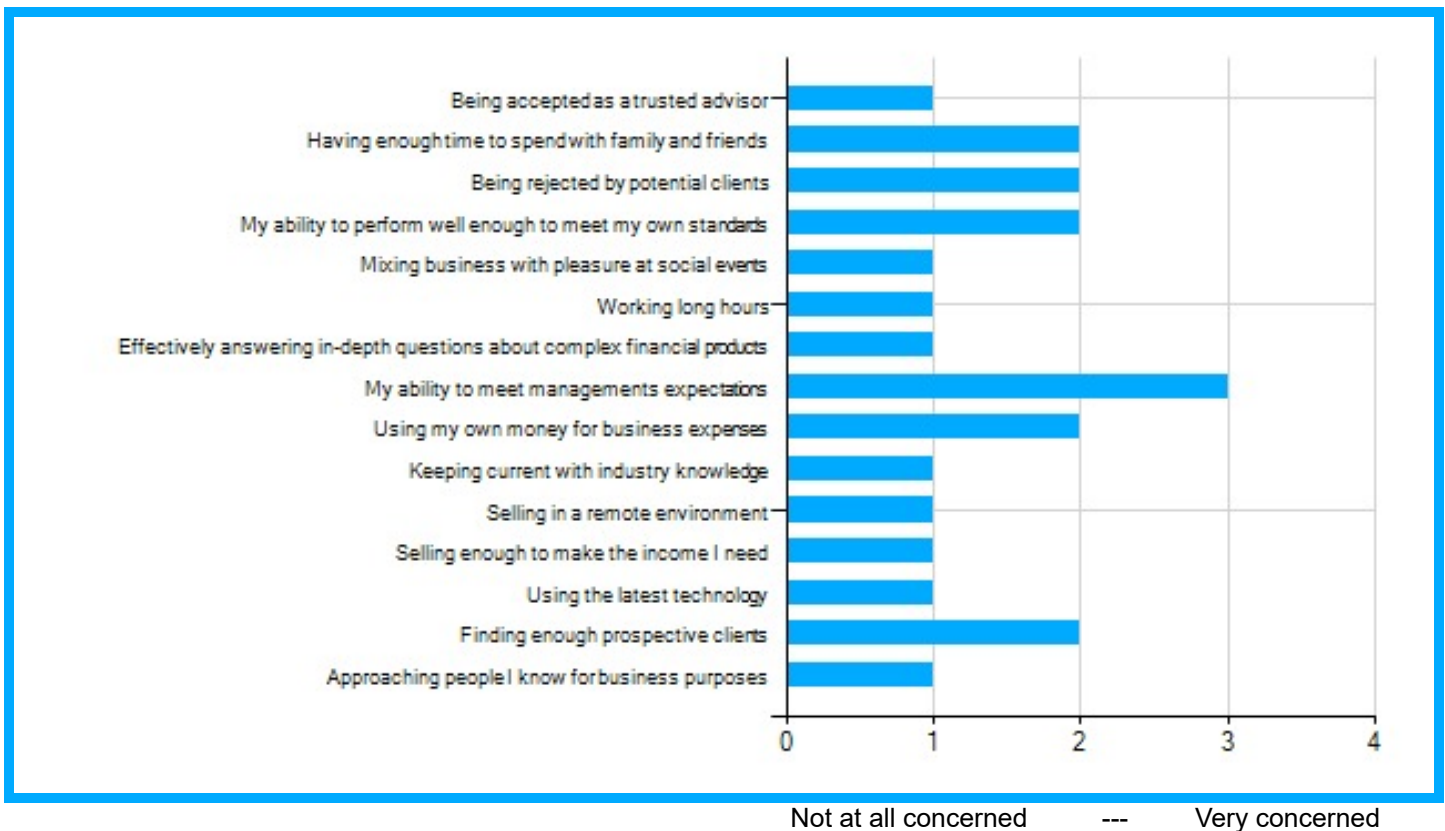


© LL Global, Inc. All Rights Reserved. LL Global Services, Inc., a wholly owned subsidiary of LL Global, Inc.



## Confidential Personal Feedback Report

This chart helps you understand your **concerns about the position**. See below for how you responded.



Review how you rated your level of concern for each of these areas, especially those that you are very concerned about. These are topics you will want clarity on as you learn more about the role. In your conversations with the hiring manager, ask for details around these concerns. This will give you a realistic sense of the role and help you decide if this career is right for you.





## Confidential Personal Feedback Report

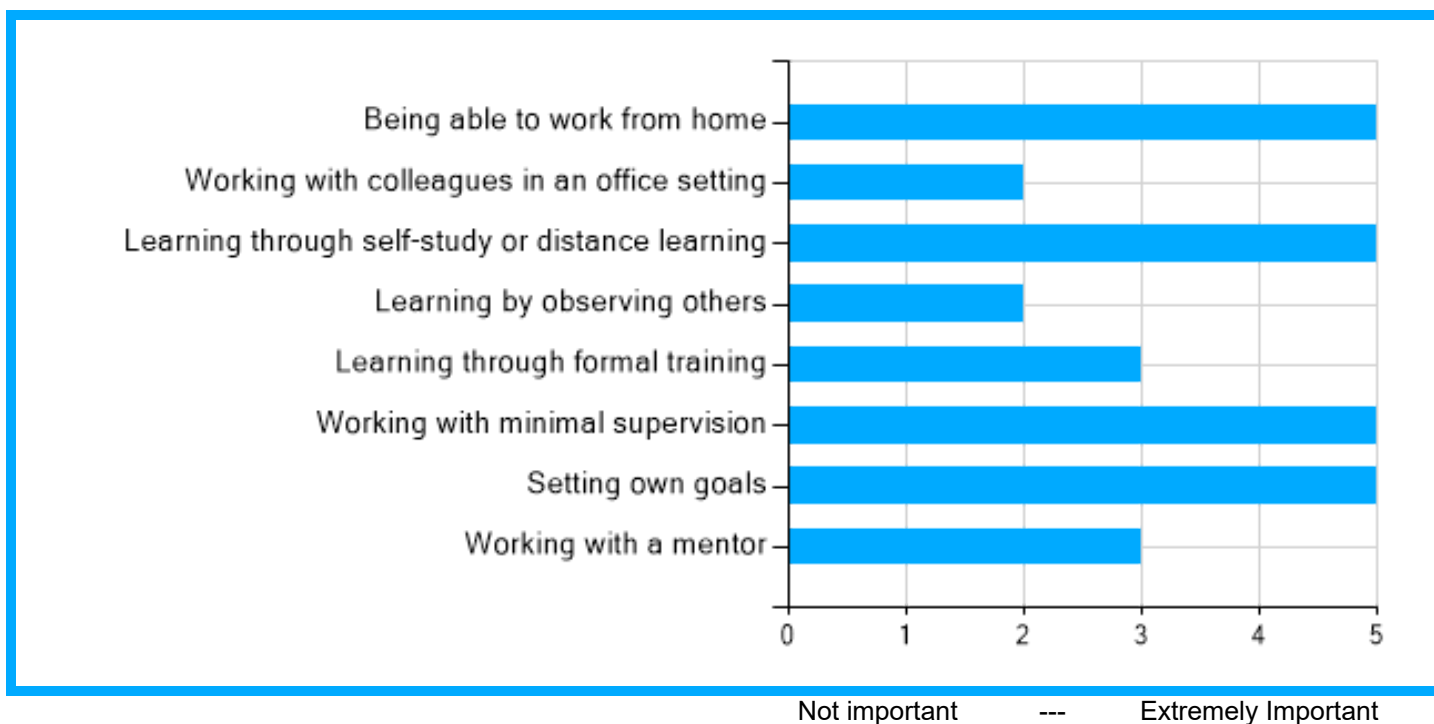
This chart helps you understand your **expectations of this position**. See below for how you responded.

Activity	Your Responses
Number of hours per week spent contacting people	16 to 20 hours
Number of hours per week spent studying sales presentations/products	6 to 10 hours
Total number of hours worked per week	45 to 49 hours
Number of evenings typically worked per week	4 evenings per week
Number of contacts needed to get one meeting with a prospective client	7 to 9 people
Number of sales presentations needed to make one sale	5 to 6 presentations
Number of sales expected to make during their first year	60 to 99 sales
Money spent per week on out-of-pocket business expenses	\$75 to \$99
Amount expected to earn in their first year	\$100,000 to \$149,999
Amount expected to earn in their third year	\$150,000 to \$199,999

This information will help the hiring manager provide an accurate depiction of the career by comparing your responses to what they know about the role and the organization. Be sure to ask any questions that will help clarify your understanding about what would be expected of you.



This chart helps you understand a candidate's **work preferences and approaches**. See below for their responses.



## Is it a match?



Evaluate any significant differences between what the candidate responded and what you know about your organization's work styles.

If there are mismatches, take care to explain what they can expect – differences in style could impact work performance.

You'll want to make sure he or she has realistic expectations.



[Interview questions to ask](#)



Questions?



These charts help you understand a candidate's **motivators**. See below for their responses.



This candidate is moderately motivated by factors typically associated with successful sales careers, such as money, recognition, and independence. They are inclined to pursue personal and professional growth, and skill development. Time spent on non-work activities – including time with family or friends – is moderately important.



Take a look at how the candidate rates the importance of each of these motivators. This will give you a sense of the fit between this candidate's goals and the outcomes typically provided by a sales management career. The higher degree of importance they place on the motivator, the higher likelihood of fit with a sales management role.



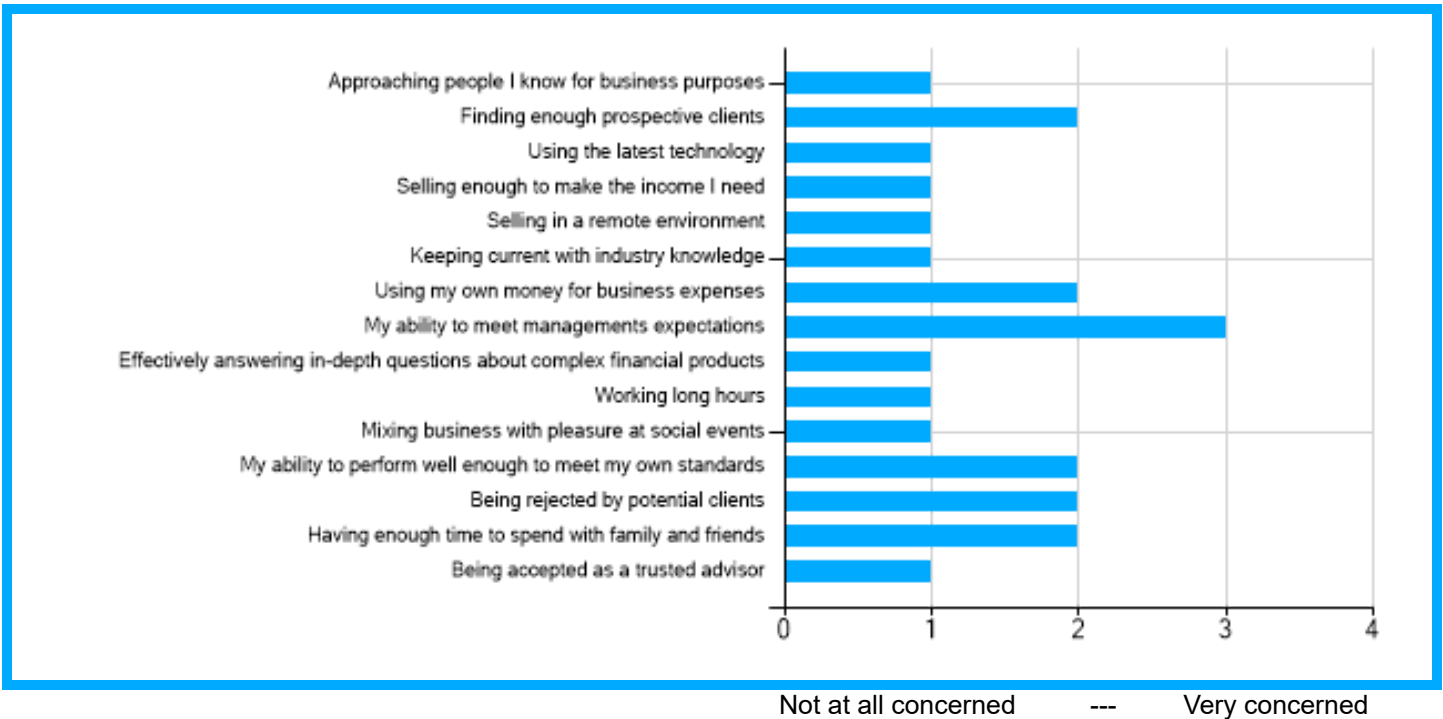
[Interview questions to ask](#)



Questions?



This chart helps you understand a candidate's **concerns about the position**. See below for their responses.



## Where are the concerns?



Evaluate the concerns the candidate reported, especially those with a high score. These should be investigated further. It may be beneficial to explain to this candidate ways in which the organization provides support in the areas of concern.

If they reported many concerns, the candidate should be encouraged to evaluate whether this is a position that they will be successful in, given the concerns they have.

If they reported few concerns, keep in mind that it is unlikely that a candidate will have no concerns regarding a new sales position. Be sure to get a better understanding of their concerns through interview questions, as they progress through the process.



[Interview questions to ask](#)



Questions?





This chart helps you understand a candidate's **expectations of this position**. See below for their responses.

Activity	Candidate's Responses
Number of hours per week spent contacting people	16 to 20 hours
Number of hours per week spent studying sales presentations/products	6 to 10 hours
Total number of hours worked per week	45 to 49 hours
Number of evenings typically worked per week	4 evenings per week
Number of contacts needed to get one meeting with a prospective client	7 to 9 people
Number of sales presentations needed to make one sale	5 to 6 presentations
Number of sales expected to make during their first year	60 to 99 sales
Money spent per week on out-of-pocket business expenses	\$75 to \$99
Amount expected to earn in their first year	\$100,000 to \$149,999
Amount expected to earn in their third year	\$150,000 to \$199,999



## Is it a match?

Evaluate any significant differences between what the candidate responded and what you know about your organization.

It is important that the candidate clearly understands the expectations that are typical of your office.

Candidates may leave an organization after a short period of time if they are contracted with an unrealistic picture of the work they are expected to do.



[Interview questions to ask](#)



Questions?

