



POPScreen™

“Always do your best. What you plant now, you will harvest later.”
- Og Mandino

The **POPScreen™** is a psychometric tool that provides a solution to the challenge of targeting and screening a high number of potential sales recruits. It is a customized process that provides a quick snapshot of the candidate’s potential for a specific sales role and focuses on candidates with the highest sales potential.

The screening system can be customized and tracked to ensure the appropriate flow of quality candidates to the next step in the selection process.

By assessing the inherent talent, effort history and fit to the position, the **POPScreen™** is able to assist a hiring organization to rank candidates and focus the hiring resources on candidates with the highest probability for success.

By focusing on candidates with a ‘success’ profile and screening out candidates who lack the essentials, the **POPScreen™** is the first step in a recruiting process that improves the odds of hiring top performers.

The POPScreen™ (Predictor of Potential for Sales) provides an efficient and economical solution to the challenge of targeting and screening a high number of potential recruits. It is a customized process that provides a quick snapshot of the candidate’s potential for a specific sales role. The screening system can be customized and tracked to ensure the appropriate flow of quality candidates to the next step in the selection process.

POPScreen™

- Is an online 24/7 screening tool to manage the flow of targeted recruits
- Assesses talent, work history and job fit
- Integrates into any Talent Management Solution or ATS
- Provides data to help predict performance and retention
- Customized to any organization
- Reduces both time and cost per hire

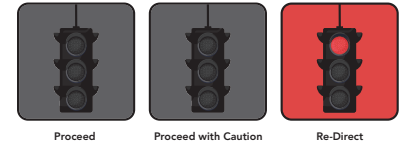
SNAPSHOT OF SALES POTENTIAL			
	Low Scores Beware	Average Scores May be O.K.	Power Scores Should be O.K.
A Good Prospector	Not Likely	With Training	COACH to Excellence
A Good Closer	Weak Closer	Soft/Persistent	Tough/Persistent
Chances for Survival	Risky	With+++Effort??	With Effort-Good
A People Person	Uninterested	People are O.K.	Definitely
S/Challenge Motivated	Very Little	Yes	Very Much
Managing Rejection	Very Sensitive	Needs Training	Coach to Success
Commitment to a Sales Career	Specific Careers Only	Selective Careers	High

The **POPScreen™** is used by many sales organizations to identify and screen for candidates who will perform and survive in specific sales environments. By assessing the inherent talent, effort history and fit to the opportunity, the POPScreen™ is able to assist hiring organization to rank candidates who have the most probability for success in sales roles and screen out candidates who are unlikely to be successful. *This can be customized for your sales organization.*

CANDIDATE SCORES

	1=Poor	2=Below Average	3=Average	4=Above Average	5=Excellent
Talent (2.6)					
Effort (1.9)					
Opportunity (2.1)					
Overall Rating (2.24)					

Overall Recommendations



Proceed Proceed with Caution Re-Direct

Results Reliable?

Yes	Caution	No
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If results are not reliable, it may suggest that the candidate is responding to the questionnaire in a socially desirable manner. Please proceed with caution with the results and explore thoroughly with candidates before proceeding to selection.

POPScreen™:

- Determines suitability for specific sales positions
- Identifies high potential sales representatives and agents
- Screens and eliminates candidates lacking essential sales characteristics
- Provides an overall rating on talent, effort history and fit to sales
- Identifies self-managers likely to develop into sales leaders
- Provides information for candidate/manager matching

POPScreen™ is normed against more than 30 million assessments of sales professionals to provide quick screening for key attributes of successful competitive, relationship and consultative sales roles.

Customized analytics from our full assessments can provide you and your senior leadership team with powerful knowledge about your business, allowing you to make strategic talent decisions that align with your organization's vision.

Our Assessments, Analytics, and Insights Will Make Your Organization More Efficient. Period.

Psychometric testing is used by over 80% of the Fortune 500 companies in the USA and by over 75% of the Times Top 100 companies in the UK. These leading-edge organizations use science to build more strategic management cultures by selecting, developing, coaching, and retaining top performers, as well as by using profiling systems in their succession planning.

Smart Work | Assessments is the master U.S. distributor for Self Management Group's industry-leading POP (Predictor of Potential™) psychometric assessments. Supported by Self Management Group's statisticians and psychologists, we leverage reliable, validated data from more than 30 million normative assessments to help our clients boost productivity, slash turnover, and achieve organizational goals with confidence.

For a free assessment or initial consultation about your assessment needs, contact us at:

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SMART WORK | ASSESSMENTS
we get people

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Smart Work | Assessments is a Master Distributor of a Predictive Suite of over 80 assessments from Self Management Group of Toronto, Canada. All are based on 35 years of reliable statistical science, being actively used by over 3500 clients in 40 countries, with over 35 million assessments completed.