



SMART WORK | ASSESSMENTS
we get people

powered by Predictive Science

Sales RepPOP™

For Individual Coaching and Development

Sales RepPOP™ (Predictor of Potential for Sales Reps) is statistically reliable, and predicts outcomes with up to 99.5% statistical probability.

Sales RepPOP™ is designed specifically for training and coaching of competitive salespeople (those where compensation is primarily based on commission) and relationship salespeople (those where building a trusted advisor relationship is key).

The Sales RepPOP™ is a complementary assessment to the SalesPOP™, and assesses the same inherent traits required of all successful sales professionals.

Sales RepPOP™ gives individual feedback to the sales professional who desires to understand both their natural sales approach, based on their hard-wired personality, as

well as the learned behaviors required to be successful in any sales role.

The Report gives a Sales Professional (and his coach/manager) the substantive data to better understand their strengths as well as their opportunities for improvement.

Understanding one's own sales DNA, provides sales professionals with the self-knowledge to know what they do well and what they don't do well. In short, they learn to be consciously competent at how to use their strengths for their ongoing success in sales.

Sales RepPOP™

- Identifies candidates with sales success DNA and predicts sales performance
- Is the ideal tool for selecting people for competitive sales roles
- Provides a customized prediction model for any organization
- Measures essentials of self-management and proactiveness
- Improves sales team retention
- Provides a management snapshot that identifies future sales managers
- Includes extensive post-hire feedback for both manager and candidate

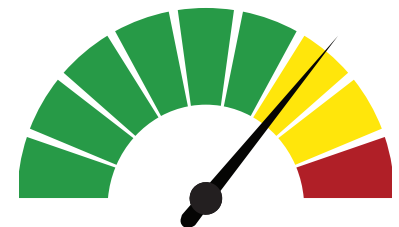
The Sales RepPOP™ uses easy-to-understand "speedometer" dials to report on personality traits and dimensions that are significant in determining an individual's potential and general fit to professional sales roles. The title of the dial identifies the personality dimension result being reported.

Most dials are presented as solid green or solid gold. However, three dials—for the make-or-break sales success qualities—are color-coded. The placement of the needle displays how well your profile matches the ideal Sales Representative profile:

Green = strong natural fit for Sales

Yellow = may need extra coaching and support to succeed

Red = not a good natural fit; this individual may find this career path very challenging and require greater effort to achieve success in professional sales roles



Sales RepPOP™ predicts performance by measuring the #1 competency of successful professionals—self-management. This is an individual's ability and willingness to take initiative and achieve goals—with minimal outside influence.

POP™ assessments measure 7 hard-wired character traits that together reflect an individual's baseline potential (talent), their attitudes and habits (effort), and key personality dimensions that can predict alignment with a manager, team, or culture.



Sales RepPOP™ provides sales management with feedback, interview suggestions, retention strategies and coaching suggestions on:

- Business Development
- Motivational Structure
- Closing Style
- Approach to Structure
- Communication Style
- Probable Performance Levels
- Probable Retention
- Self Confidence
- Managing Call Reluctance
- Essentials of Self Management

Sales RepPOP™ can be *normed* to reflect your specific leadership and management culture and your succession-planning needs. We do this by benchmarking your top-performing leaders to build a customized success and selection model just for you.

Customized analytics also 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 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.