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™ provides the rep with a snapshot of the sales potential:

- Business Development/Prospecting
- Client Orientation/Closing Style
- Approach to Feedback and Coaching

- Self-Management Potential
- People Orientation
- Analytical Orientation

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

People Orientation

Business Development/ Prospecting

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 professionals with a report of a measure of their personality traits critical to sales success:

- Resilience
- Adaptability
- Motivation Mix
- Collaboration
- Sense of Urgency
- Comfort with Conflict
- People Orientation
- Learning Agility

Sales RepPOP™ also provides a detailed report of a measure of the Reps Emotional Intelligence; in short their ability to understand and apply emotional information about themselves and others.

And finally, there is a full Professional Development Report that gives the rep a report of their personal strengths and career needs as well as what to seek and what to avoid in careers.

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.