

**Profile Form**

This graph shows the ideal levels of Dominance, Influence, Steadiness and Compliance required for the role of Direct Sales Person.

**Dominance** 85%  
**Influence** 80%  
**Steadiness** 20%  
**Compliance** 15%

**Job Profile Trait Analysis**

**Dominance Traits**

Efficiency



Central

Self-Motivation



High

Independence



Very High

**Influence Traits**

Friendliness



Central

Enthusiasm



High

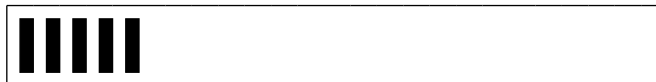
Self-Confidence



High

**Steadiness Traits**

Patience



Low

Thoughtfulness



Low

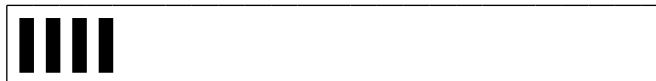
Persistence



Central

**Compliance Traits**

Cooperativeness



Very Low

Accuracy



Low

Sensitivity



Central

A Direct Sales Person is a role suited to a person who actively enjoys facing and overcoming challenges. A self-starting, direct and motivated candidate who is able to set their own goals and demonstrate the will power to work towards those goals will do well in this role.

**Rapid Results**

Variety and rapidity are significant aspects of this role. A candidate who is able to adapt to changing situations, and improvise solutions to immediate problems, will be a capable Direct Sales Person. The nature of the role is such that results tend to be achieved in the shorter term, and as such it is far better suited to an urgent and self-motivated candidate than to one who prefers to plan and consider their actions.

**Independent Attitude**

A role such as Direct Sales Person tends to provide little in the way of support: a successful candidate will need to take responsibility for their own success. As such, an independent attitude is an important element of the role's make-up. A candidate who can recognise opportunities, and make the most of them without the need to consult with others, will be well suited to the needs of this role.

**Strong Communication Style**

In common with other aspects of the role, a Direct Sales Person will require a dominant and enthusiastic communication style. The nature of the position might call on a candidate to provide direct leadership in some situations, or a more persuasive and positive attitude in others. An ability to adapt to the needs of a particular situation will be an important advantage.

This Candidate Match analysis has been compiled in **Recruitment** Mode, and is suitable for matching the Direct Sales Person profile against candidates currently performing different roles.

This list is compiled from the latest results available for all candidates.

Only the top 10 matches are shown

Delaney, Diane (4 May 2007).....	89%
Burford, Gemma (18 Dec 2003) .....	87%
Derala, Adi (18 Dec 2003).....	87%
Dave, Bester (6 Jul 2007).....	85%
Abbott, Jim (5 Feb 2003).....	75%
Stevens, Simon (6 Mar 2007).....	70%
Van Verge, Frank (20 Jun 2007) .....	70%
Bernard, James (9 Jul 2003) .....	69%
Michaels, John (14 Dec 2001).....	69%
Stilwell, Derek (9 Jul 2003).....	69%

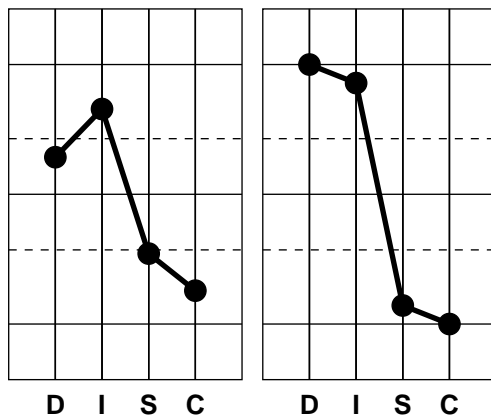
This Specific Candidate Match analysis has been compiled in **Recruitment** Mode, and is suitable for matching the Direct Sales Person profile against a candidate currently performing a different role.

Specifically in terms of their behaviour, this candidate would be **acceptable** for this role, with a match score of **75** percent.

**Graph Comparison**

Jim Abbott

Direct Sales Person



Candidate	Profile	Comments
Dominance	60%	85% Too low
Influence	73%	80% Slightly too low
Steadiness	34%	20% Slightly too high
Compliance	24%	15% Slightly too high

**Trait Comparison**

**Strengths For This Job:**

- ◆ Confidence to act in uncertain circumstances
- ◆ Readiness to take risks where necessary
- ◆ Social confidence and self-assuredness
- ◆ Ability to empathise with others
- ◆ Readiness to delegate where appropriate

**Probable Training Requirements:**

- ◆ No specific training requirements for this job