

«Simulation»

(Questionnaire 2)



ProfileSoft

Confiez-nous l'expertise de votre capital humain

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In voluntary answering this questionnaire, I am disclosing and conveying information that may be considered personal within the meaning of the law. I understand that the responsibility of «ProfileSoft» consists of processing the answers provided herein, for the purpose of assessing potential.

I hereby give my consent to allowing «ProfileSoft», its employees, management staff and representatives to have and process this personal information in order to evaluate potential, and I authorize them to forward the results, as the case may be,

Check off the appropriate box:

to my present employer
to a potential employer

Signature

Name (please print name)

Date

Identification

Mr. Ms.

Last name: _____

First name: _____

Address: _____

Postal code: _____

Tel.: Home: () _____

Office: () _____

Cellular: () _____

E-mail address: _____

Choose a report

Selection Profile Q1
Sales & Marketing Selection Q1 + Q2
Management & Supervision Selection Q1 + Q2
Development Profile Q1 + Q2
Performance Profile Q1 + Q2 + Q3

Language: English
French

Other product/s: _____ (specify)

Applicant (company): _____

Person to contact: _____ (please print name)

Invoice to: _____

Telephone: () _____

(postal code)

Fax: () _____

Signature: _____

E-mail address: _____



«Simulation» (Questionnaire 2)

Answer **each** question to the best of your ability either **as a manager or as a professional sales person** OR as if you were presently holding one of these positions.
Please read them and rate to what extent you agree or disagree...

- Answer **every** question.
- Choose **one number only** for each statement.
- Answer spontaneously, based on your first impression, and once you have written answers, do not change them.



I describe myself as someone who...



1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Knows the competitor's products/services
 Delays in filling vacancies
 Exaggerates in a conversation
 Trains his/her successor
 Knows all the different types of clients

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Confidently simplifies his/her products/services
 Invests efforts according to client's potential
 Uses a sales pitch approach to communicate
 Favours one product/service over others
 Succeeds in making an indifferent person talk

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Knows the financial impact of his/her decisions
 His/her employees are surprised when disciplined
 Understands subtle expressions
 Is satisfied with time needed by employees to perform
 Recruits many different types of people for the same job

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Gives credit where credit is due
 Knows requirements for a promotion
 Allows little margin for errors
 Is recognized as a specialist/expert
 Improves hiring procedures



1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Is precise in selection recommendations
 Obtains little cooperation from other departments
 Always tackles the same problems
 Gets little cooperation from colleagues/clients
 Complains about the many work demands

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Finds the cycle too long (sales, production ...)
 Can improve cooperation from colleagues/clients
 Adapts to all types of personalities and positions
 Often wrongly believes to have everyone's cooperation
 Always knows the reasons for a failure

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Answers objections with confidence
 Can increase quality of services rendered
 Recruits people from minority groups
 Knows how to reprimand personnel
 Poorly responds to client's potential needs

1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10
 1 2 3 4 5 6 7 8 9 10

Promotes the job during interviews
 Solves problems with other departments
 Often disagrees on the choice of a candidate
 Is easily influenced and makes mistakes
 All too often forgets the qualities of others