

ULTIMATE GUIDE TO Sales Aptitude Tests



40% of all salespeople don't understand customer pain

Wrong hires account for nearly **80%** of all turnover rates in business

75% of salespeople miss their quotas

The average cost to onboard a new employee: **\$240,000**

Turnover rates in sales: **27%** nearly 2x as high as overall job force

An average of **\$15 billion/year** is spent on training salespeople (in US)

What Is a Sales Aptitude Test?

Tool to help you objectively identify and hire salespeople with the greatest potential for long-term sales success



Why Use a Sales Aptitude Test?

SAVES YOU TIME & MONEY

- Helps you hire faster & more efficiently
- Avoid costs of hiring wrong person (~\$340,000)
- Reduces turnover

HELPS INCREASE SALES

- Sales team is now full of high-potential salespeople
- More time to mentor & train high-Drive salespeople
- Sales team success/failure can be contagious

INCREASES YOUR POWER AS AN INTERVIEWER

- Given specific behavioral interview questions to ask each candidate based on results
- These questions dig deeper allowing you to reveal the candidate's true intentions

How Do I Choose a Sales Aptitude Test?

LOOK FOR A SALES APTITUDE TEST THAT:

- Assesses
 - Non-teachable traits
 - Important teachable sales skills like:
- Produces additional value beyond the results like:
 - Consultations
 - Interview questions based on assessment results
 - Guidelines for effectively managing your sales team post-hire
- Designed only for sales roles and scientifically validated based on performance metrics



What Makes The DriveTest® Different From Other Sales Tests?

- ONLY SALES APTITUDE TEST ALLOWS YOU TO SPECIFICALLY DETERMINE WHETHER YOUR SALES CANDIDATES HAVE DRIVE**
 - Drive – the core trait shared by high-performing salespeople & essential for long-term success
 - DRIVE CONSISTS OF 3 NON-TEACHABLE TRAITS:
 - Need for Achievement**
Wants to do well for the sake of doing well
 - Competitiveness**
Loves to compete with colleagues and prospects
 - Optimism**
Doesn't take rejection personally and knows that each "no" gets him closer to a "yes"
- SCIENTIFICALLY-BACKED: LEVERAGES 80+ YEARS OF RESEARCH IN PERSONALITY TRAITS OF HIGH-PERFORMING SALESPEOPLE**
- USES FORCED-CHOICE QUESTIONS**
 - No clear indication of right/wrong answer
 - Salespeople must choose best fit for them
- TIME EFFICIENT**
 - Just 42 questions
 - Approximately 20 minutes to complete
 - Get results immediately
- USED WORLDWIDE BY COMPANIES IN VIRTUALLY EVERY SECTOR**
- THE SALESDRIVE DIFFERENCE**
 - Detailed reports
 - FOR NEW CANDIDATES – DISCOVER WHETHER THEY'RE A NATURAL BORN SELLER
 - FOR CURRENT SALESPEOPLE – GATHER TRAINING AND MENTORING SUGGESTIONS TO GET THE MOST OUT OF EACH SALESPERSON
 - Consultation with Dr. Croser – additional insight on candidates' test results
 - Designed & validated for salespeople only
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Sales Aptitude Test Questions Answers

Thomas R. Wotruba



Sales Aptitude Test Questions Answers:

Ask The Sales Coach-Practical Answers to the Questions Sales People Ask Most Susan A. Enns, 2019-02-20 Contrary to the popular belief sales people don't rely on the gift of the gab to be successful. Actually the opposite is true. The best sales professionals spend far more time asking and listening than they do talking and selling. They ask questions of their customers, they ask questions of their colleagues, and they ask questions of their managers. If Oxford defines curiosity as the strong desire to know or learn something, then by that definition sales people are curious by nature. In fact, that's how sales professionals learn to be professional in the first place. This is a collection of practical answers to questions sales people ask most. Written by Susan A. Enns, a professional sales coach with a proven track record of sales excellence over her 30-plus year career. Her accomplishments include consecutively being the top sales rep in Canada, managing the top sales branch, and achieving outstanding sales growth in a national channel sales organization. She has written several books about sales and sales management and has created numerous automated sales tools. Her work has been published in several locations numerous times and has sold on five separate continents. As such, over the years Susan has been asked many questions by many sales people. After a while, she saw that sales people, regardless of their experience, the products they sell, the industries in which they operate, or the countries where they sell, all share similar curiosities. In other words, although the wording may be different, when asked in an email or when asked in person, sales people all ask the same questions, the most common of which are answered in this ebook. As the old saying goes, the only stupid questions are the ones unasked. As a sales professional, you should never be afraid to ask the Sales Coach, because you will learn so much from the answers. Susan really knows the selling world. She's honest, articulate, bright, giving, highly competent, personable, and a top professional. Welcome her. It's the right thing to do. Our company hired Susan as our sales coach. She has helped me make more appointments, close more deals, and make more money. The 3 most important concepts in sales I would recommend any sales force hire her to help boost business sales. Susan understands the sales process intimately and is able to create a management process around it that drives sales people to accomplish their goals. Susan knows her stuff. She brings many years of great sales experience and success to anyone who wished to improve their skills in sales. She is very personable and is not afraid to tell it like it is. I would recommend anyone and I have to Susan, her website, her books, if you want to become a better sales person. Thanks for the training. I made my quota this year in May.

Advanced Sales Management Handbook and Cases Linda Orr, 2012-04-23. *Advanced Sales Management Handbook and Cases* Analytical, Applied, and Relevant will fill the need in the market for a solid case work, role play, and activity book. It has been written by sales teaching professionals and sales executives. The life experiences of professionals with varied experiences will provide students with a solid foundation for learning. This will give college professors from around the world a better opportunity to ensure quality of learning. The book is intended to be supplemental to any other sales management text on the market but could be used alone in an advanced sales management

or marketing analytics course in which the students already have the base theoretical knowledge. The various cases, role plays and experiential exercises in this book will follow the same topical structure of other sales management texts so that any sales management instructor can readily adopt this supplemental book. For many of the cases, actual data has been given so that students are required to use and understand analytical software.

A Practical Approach to Sales Management Kujnisch Vashisht, 2006. Sales Department occupies a strategically most important position in the present day marketing operations. The increase in quantum of business, changing demographics, developed information technology and awareness of rights and privileges of the customers have prompted growing competition in business. In the changed scenario, the position of sales manager has gained in importance, thereby making the study of sales management in a proper perspective indispensable for the students who intend to pursue a managerial career. The present book, *A Practical Approach to Sales Management*, is a complete treatise on the subject, beginning with a well-researched introduction to the field. The book discusses all the key concepts related to sales, it explicitly lays down the objectives of sales management, achievement of sufficient sales volumes, contribution to desirable profits and ensuring continuous growth for the company and its functions, sales planning, organising the sales effort, coordination with other departments, appointing and training sales personnel, motivating sales persons, achieving sales targets, administration and control, to name but a few. The role of a modern day sales manager has been exclusively presented in detail with a view to make the students highly competent in handling the real time marketing situations. The other important concepts of sales which have been analytically studied in the present book include marketing policies, sales market demand and sales forecasting, recruitment and selection of sales persons, sales training programmes, performance evaluation, sales budget, sales territories, sales control and analysis and many others. A practical approach to each topic, well illustrated with rich examples from the Indian sales environment, makes the book easily accessible to the average readers. A glossary of sales and selling terms given in the appendix of the book is an added advantage provided to the readers which would facilitate them in understanding of the subject. In addition, practical case studies and analytical questions as well as sales quiz provided at the end of each chapter would help the students of management in self study and self assessment. The book would be highly useful to the corporate executives and entrepreneurs besides the students and teachers of the subject.

How to Pass Employment Tests Arthur Liebers, 1966 **Sales Management** Thomas R. Wotruba, 1981 **Australian Sales Management** Guy Callender, Kevin P. Reid, 1993. Textbook for students of sales management courses. Combines theoretical work on management of a sales team with practical references to the Australian business environment. Begins with an introduction to the special conditions of sales management in Australia and proceeds with an examination of managing the workforce, general management skills, financial skills for sales managers and a discussion of contemporary issues such as ethics and quality. Each chapter includes review questions and a brief case study. Includes a glossary and index. Guy Callender

lectures in organisational behaviour and management and has experience in business administration and small business management Kevin Reid teaches in sales management marketing and distribution Psychological Assessment in the Workplace Mark Cook, Barry Cripps, 2005-06-24 This book covers the assessment of people within the workplace Written in jargon free language it offers a guide to psychological assessment that can be used by managers in their everyday work Each chapter will specifically cover an assessment practice and then explore the issues surrounding it following this discussion with a case study Ideas for test selection guidance on assessment centre practice and illustrations of successfully worked exercises are also included **Great Answers to Tough CV Problems** Jenny Rogers, 2011-09-03 How do I find out what the employer really wants How do I get noticed when applying online How can I keep it to 2 3 pages What is CV Language and how can I learn it How do I get around the obstacle of something embarrassing in my CV eg dismissal or unemployment What about social networks What if I seem over or under qualified for the job Great Answers to Tough CV Problems will help you solve these and many more of the burning questions that face today's job seeker Perhaps you want a career change have been job hopping for some time or are returning to work after a career break Jenny Rogers examines the potential pitfalls across a range of common job hunting situations and shows how to put together a CV that will make the most of your skills and experience make an impression and secure that all important job interview Online supporting resources for this book include downloadable sample CVs **Truth in Testing Act of 1979, the Educational Testing Act of 1979** United States. Congress. House. Committee on Education and Labor. Subcommittee on Elementary, Secondary, and Vocational Education, 1980 **Bulletin of the United States Bureau of Labor Statistics**, 1980 Catalog of Copyright Entries. Third Series Library of Congress. Copyright Office, 1965 Includes Part 1 Number 2 Books and Pamphlets Including Serials and Contributions to Periodicals July December *Occupational Outlook Handbook*, 1980 Describes 250 occupations which cover approximately 107 million jobs **UGC NET HRM /Labour Welfare Code-55 Practice Question Answers Sets (Question Bank) 4000 + MCQ As Per New Updated Syllabus** DIWAKAR EDUCATION HUB, 2021-09-10 UGC NET HRM Code 55 UNIT wise Question and Answers MCQs As Per the New Updated Syllabus MCQs Highlights 1 Complete Units Cover Include All 10 Units Question Answer 2 400 Practice Question Answer Each Unit 3 Total 4000 Practice Question Answer 4 Try to take all topics MCQs 5 Include Oriented Most Expected Question Answer 6 As Per the New Updated Syllabus For More Details Call 7310762592 **Business Planning for New Ventures** David Butler, 2014-06-27 Starting a new business takes a lot of energy and organization The failure rate is alarmingly high and the task can look herculean at the outset This new textbook provides a simple guide to help plan a successful new business taking entrepreneurs and students through the steps required to avoid pitfalls and get a business going Unlike most entrepreneurship textbooks the author avoids dwelling on theories in favour of providing effective and practical guidance on how to start and manage a profitable business with a focus on new ventures operating in high growth innovative sectors Written by an expert with experience in academia and

business consulting this concise textbook will be valuable reading for students of entrepreneurship new ventures and small business The practical focus of the book means that it will be useful both for students in the classroom and for entrepreneurs wanting to start a new business

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