Pre-Hire 360® www.skillsurvey.com

Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: Commercial Sales Agent

Survey: Sales - Major Accounts

Candidate IP Address: XX.XX.XX.XX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Re-finalized:	October 01, 2013 - 11:31AM
Report Generated:	September 25, 2013 - 06:24PM

ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at www.skillsurvey.com.

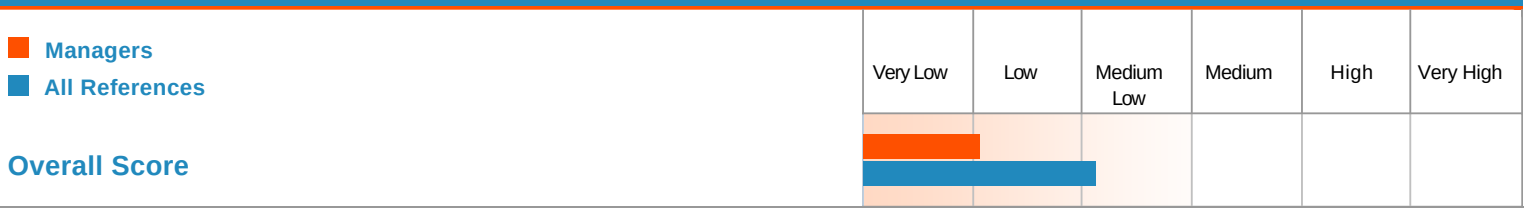
Note:
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

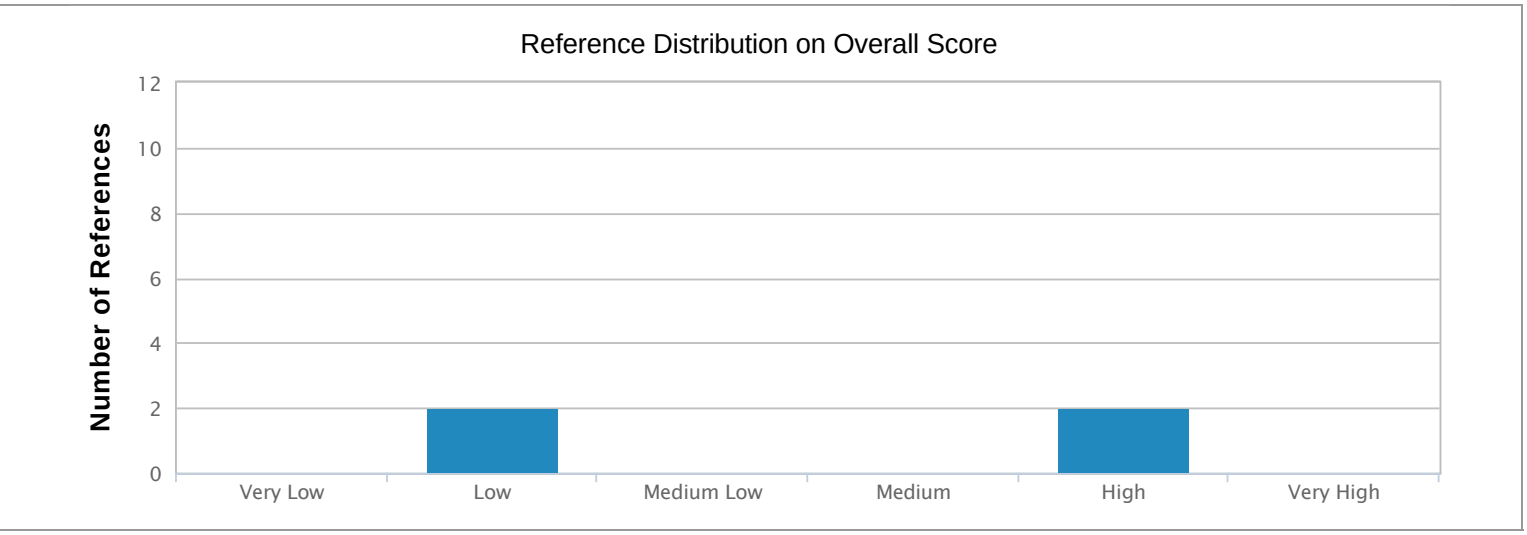
Pre-Hire 360 Feedback Report

Candidate: Patrick Thomas

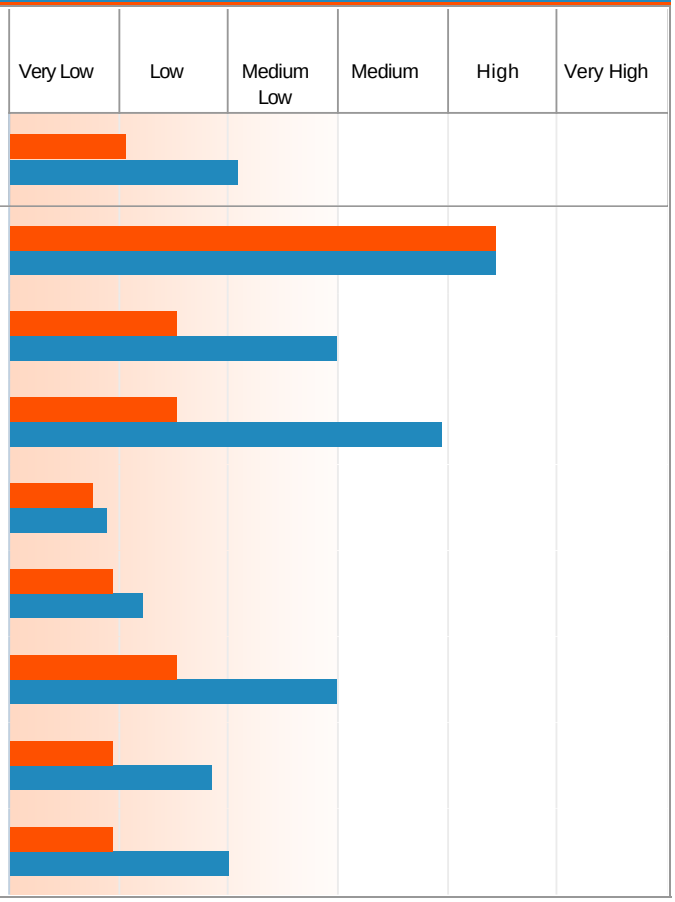
Overall Score

Section I: Overall Summary on Patrick Thomas



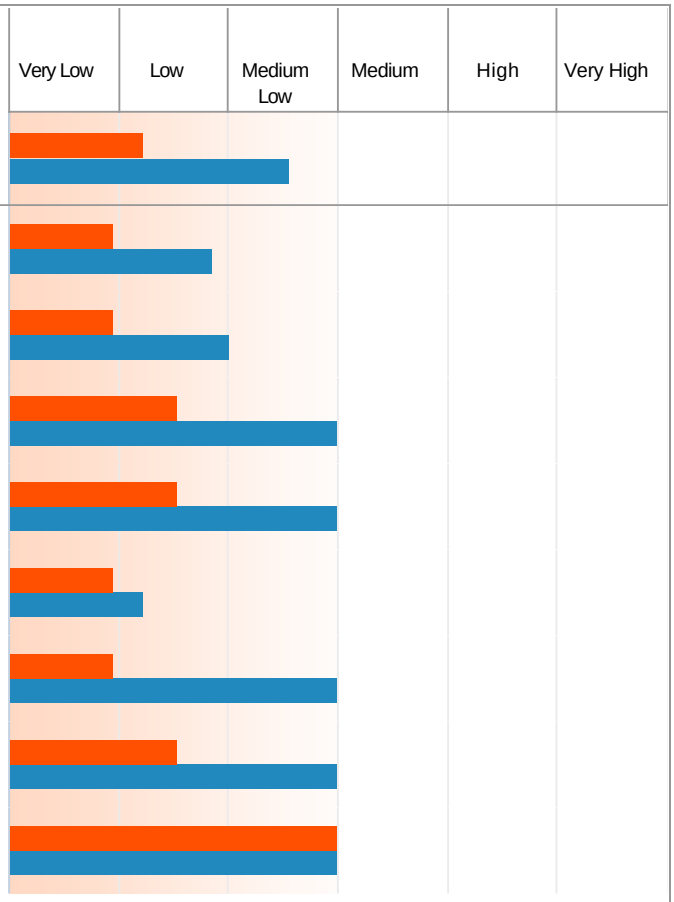


Section II-A: Detailed Competency Report on Patrick Thomas



Cluster 1 - Professionalism: Overall Score

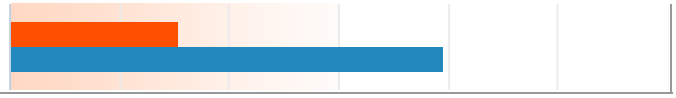
a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)	1
b) Show an attention to detail -- accurately prepare customer orders, proposals/presentations, and outward-facing communications to customers	2
c) Present a professional appearance and demeanor	2
d) Consistently meet or exceed sales goals	2
e) Comprehend the sales cycle and follow best practices throughout the entire process	1
f) Understand and consistently use technology that is critical for the sales process (e.g., MS Office software; CRM tools)	2
g) Stay up-to-date on company products, features, and policies	2
h) Take responsibility for his/her actions and quality of work without blaming others or making excuses	2



Cluster 2 - Interpersonal Skills: Overall Score

a) Listen carefully to customers and prospects, taking time to understand and ask appropriate questions without interrupting	3
b) Build strong, positive working relationships with manager, peers, and other coworkers, and maintain them over time	2
c) Display a high level of confidence when interacting with prospects and customers	2
d) Communicate information, ideas, and data clearly and concisely, so that customers, prospects, and others can understand	2
e) Present information and advice on products and services in a logical and compelling manner that clearly articulates company value proposition	1
f) Negotiate with others to achieve a mutually-acceptable outcome	2
g) Maintain strong relationships with customers by frequent communication and accountability	2
h) Manage the post-sale follow-up to build strong relationships and ensure customer loyalty	0

i) Persist when faced with customer rejection and other setbacks	2



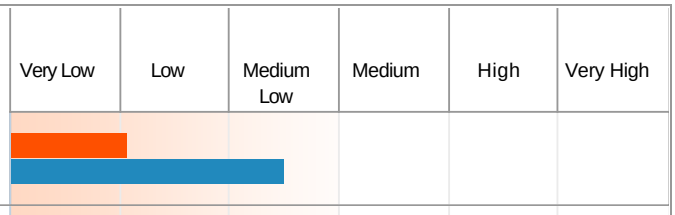
Managers
All References

Cluster 3 - Problem Solving and Adaptability: Overall Score

a) Monitor industry trends and modify sales message accordingly	2
b) Aggressively search for and locate qualified sales opportunities using a variety of methods	2
c) Quickly identify the decision maker in an organization	2
d) Align recommendations of company products and services based upon available information about the customer	3
e) Make high-quality decisions based upon customer information and business priorities	1
f) Create unique product combinations to meet the needs of individual clients	1
g) Know when to escalate issues to manager in order to ensure prompt resolution to a customer request or problem	2
h) Review strategic accounts on a regular basis to monitor trends and service needs	2
i) Accept feedback without becoming angry or defensive and use it to strengthen future performance	2

Managers
All References

Cluster 4 - Personal Value Commitment: Overall Score



a) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others	2
b) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect	2
c) Exhibit maturity and self-control, even in situations involving conflict or stress (e.g., does not threaten or abuse others, either physically or verbally)	1
d) Act with ethics and integrity, ensuring that all aspects of work meet or exceed industry standards	2

Section II-C – Additional Feedback on Patrick Thomas

1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes: 1/4 (25%)
No: 3/4 (75%)

2. Responses to the question, "Would you work with this person again in the future?"

Yes: 4/4 (100%)
No: 0/4 (0%)

Section III: Verbatim Comments on Patrick Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

1. Patrick has strong passion for customers 2. Patrick will always try to go above and beyond to do the right thing 3. Patrick is very good at providing feedback especially around ways to improve processes/tools.

Patrick is an extremely positive person which is contagious to colleagues and customers. He can quickly generate excitement and interest. He is very detailed in ensuring that he is presenting accurate information to customers.

Very organized! Articulate/intelligent in presentations Problem solver

COULD IMPROVE:

1. Patrick can sharpen his prospecting sales skills 2. Patrick can improve his ability to work cross-functionally 3. Patrick, although organized, can improve his task management efficiency

I think that all employees cannot get enough training, continuing to perfect our trade. Also, learning to delegate tasks to help with time management is always something sales people struggle with.

Listen More and talk less Less Ego

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:	September 24, 2013 - 12:07PM	**Number of References Entered:**	5
References Submitted by Candidate:	September 24, 2013 - 01:11PM	**Number of Responses:**	4
Report Finalized on:	September 25, 2013 - 06:24PM	**Reference Response Rate:**	80%
Candidate Response Time: *(in business days)*	0.04	**Reference Response Time:** *(median # business days)*	0.72
Candidate Response Time: *(in calendar days)*	0.04	**Reference Response Time:** *(median # calendar days)*	0.72

Section VI: Reference Detail for Patrick Thomas

Managers

Reference Information

Name: Mr.
Completed: ✔ 9/30/2013 1:59:00 PM (4 Business days, 6 Calendar days)
Email: email@abc.com
Reference Job Title: Director of Sales
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 12/01/2009 To 12/01/2010 (1 year, 0 months)

Company Information

Company: ABC Company
Does Reference/Referee want to be informed of professional development opportunities?: No

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Reference Information

Name: Mr.
Completed: ✔ 9/24/2013 5:27:00 PM (0 Business day, 0 Calendar day)
Email: email@abc.com
Reference Job Title: Director of Sales
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 12/01/2009 To 12/01/2010 (1 year, 0 months)

Company Information

Company: ABC Company
Does Reference/Referee want to be informed of professional development opportunities?: Yes

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Non-Managers

Reference Information

Name: Mr.
Completed: (**No**)
Email: email@def.com
Reference Job Title: Service Coordinator
Relationship: Coworker
Phone#: Work: 555-555-5555
IP Address:

Candidate Information

Candidate Job Title:
Dates: 02/04/2013 To 08/01/2013 (0 years, 6 months)

Company Information

Company: DEF Company

Reference Information

Name: Ms.
Completed: ✔ 9/24/2013 6:32:00 PM (0 Business day, 0 Calendar day)
Email: email@ghi.com
Reference Job Title: Senior Account Executive
Relationship: Peer (or Colleague)
Current Company: **GHI Company**
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 10/01/2007 To 07/01/2008 (0 years, 9 months)

Company Information

Company: GHI Company

Does Reference/Referee want to be informed of professional development opportunities?: No

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Reference Information

Name: Mrs.
Completed: ✔ 9/25/2013 6:21:00 PM (1 Business days, 1 Calendar days)
Email: email@abc.com
Reference Job Title: Premier Account Manager
Relationship: Peer (or Colleague)
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 12/24/2009 To 12/24/2012 (3 years, 0 months) (06/21/2010)

Company Information

Company: ABC Company

Does Reference/Referee want to be informed of professional development opportunities?: No

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How to interpret the Red text for an IP Address:

An IP Address usually represents a unique computer that belongs to an individual. A bold red color text for an IP address on the report indicates that the same IP Address was used more than once and that there could be a problem with the authenticity of the References that a Candidate has provided. The following scenarios would trigger the bold red color text:

- If the Candidate IP Address is in red text, this means that the Candidate's IP address also matches the IP Address of one or more