

ULTIMATE GUIDE TO Sales Aptitude Tests



40% of all salespeople don't understand customer pain

40%

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

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

80%

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

27%

75% of salespeople miss their quotas

75%

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**
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management and by showing how a simple managerially oriented tool can capture much of the sales force system's complexity. Special attention is devoted to such questions as how to identify top sales producers, how to generate candidates from the best sources of salespeople, how to select and hire the best sales producers, how to enhance and maintain sales effectiveness over time, how to set up effective compensation and sales quota plans, and how to manage sales force turnover. This book will help sales managers and supervisors to take a more integrated view to sales management. It can also help salespeople to be more effective in their tasks and to prepare them for a career in management.

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