# ULTIMATE GUIDE TO Sales Aptitude Tests

40% of all salespeople don't understand customer pain

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

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

Turnover rates in sales:

27% - nearly 2x as high

as overall job force

75% of salespeople miss their quotas

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 (~\$840,000)

Reduces turnover

#### HELPS INCREASE SALES

Sales team is now full of high-potential salespeople

& train high-Drive salespeople

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:

- Non-teachable traits important teachable
- Produces additional value beyond the results like:
- view questions based on assertines for effectively managing

- COMPETITIVENESS

- Designed only for sales roles and scientifically validated based on performance metrics

#### What Makes The DriveTest $^{\scriptscriptstyle (0)}$ 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 "non" 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 --

OFFERS A FREE TRIAL

- 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. Croner - additional insight on candidates' test results

■ Designed & validated for salespeople only • - - -

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# **Answers For The National Sales Aptitude Test**

**Ian Pickup** 

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# **Table of Contents Answers For The National Sales Aptitude Test**

- 1. Understanding the eBook Answers For The National Sales Aptitude Test
  - The Rise of Digital Reading Answers For The National Sales Aptitude Test
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Answers For The National Sales Aptitude Test
  - Exploring Different Genres
  - o Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Answers For The National Sales Aptitude Test
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from Answers For The National Sales Aptitude Test
  - Personalized Recommendations
  - Answers For The National Sales Aptitude Test User Reviews and Ratings
  - Answers For The National Sales Aptitude Test and Bestseller Lists

- 5. Accessing Answers For The National Sales Aptitude Test Free and Paid eBooks
  - Answers For The National Sales Aptitude Test Public Domain eBooks
  - Answers For The National Sales Aptitude Test eBook Subscription Services
  - Answers For The National Sales Aptitude Test Budget-Friendly Options
- 6. Navigating Answers For The National Sales Aptitude Test eBook Formats
  - ∘ ePub, PDF, MOBI, and More
  - Answers For The National Sales Aptitude Test Compatibility with Devices
  - o Answers For The National Sales Aptitude Test Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Answers For The National Sales Aptitude Test
  - Highlighting and Note-Taking Answers For The National Sales Aptitude Test
  - Interactive Elements Answers For The National Sales Aptitude Test
- 8. Staying Engaged with Answers For The National Sales Aptitude Test
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Answers For The National Sales Aptitude Test
- 9. Balancing eBooks and Physical Books Answers For The National Sales Aptitude Test
  - Benefits of a Digital Library
  - $\circ$  Creating a Diverse Reading Collection Answers For The National Sales Aptitude Test
- 10. Overcoming Reading Challenges
  - o Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Answers For The National Sales Aptitude Test
  - Setting Reading Goals Answers For The National Sales Aptitude Test
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Answers For The National Sales Aptitude Test
  - Fact-Checking eBook Content of Answers For The National Sales Aptitude Test
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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