

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 (~\$240,000)
- 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:
 - Consultations
 - Behavioral 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 them 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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Answers For The National Sales Aptitude Test

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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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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
 - 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
 - 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
 - Creating a Diverse Reading Collection Answers For The National Sales Aptitude Test
10. Overcoming Reading Challenges
- 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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