

# ASSESSMENTS

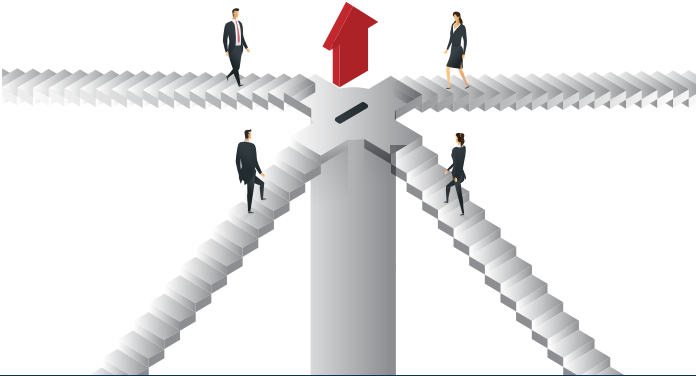
optimal

Developing Leaders. Optimising Performance.

## SALES LEADER ASSESSMENTS

Are your Sales Leaders equipped with the competencies to bring the team along, especially in these unprecedented times?

Apart from the responsibility for the overall sales target, an effective Sales Leader also needs to manage the performance, expectation, growth and well-being of team members. Many studies have shown that Sales Leaders are appointed based on their individual sales talents, knowledge and successful track records, but not necessarily their leadership competency. It requires new mindset and skill sets which are beyond individual success to be an effective sales leader.



At Optimal, we have the LeaderPOP™ which assesses the probability of success as a Sales Leader through:

Validated and well researched assessment, which is based on advanced statistical research for over 30 years

01

Competencies, key personality traits, attitudes and dimensions that are specific to Leadership positions

02

Selection considerations, suggested interview questions and development / coaching guides

03

LeaderPOP™



Integrates with Capability Assessments like...

HBRI

The Hogan Business Reasoning Inventory (HBRI) describes reasoning style - the ability to evaluate sets of data and solve problems. HBRI was developed specifically for business community to identify differences in problem-solving style and reasoning ability making it a powerful tool that can be used throughout the employee lifecycle.

Designed to predict occupational success. Norms based on managerial samples

Quantitative Reasoning vs Qualitative Reasoning

For selection and leadership development. Validated against business criteria

Developed exclusively for working adults. Items developed to minimize reading requirements and adverse impact.

RAVEN'S  
Advanced  
Progressive  
Matrices®  
(APM-III)

Raven's Advanced Progressive Matrices® (APM-III) is designed to evaluate peoples' ability to analyze and combine new and existing data to solve unfamiliar problems, learn new skills, and put problems in context in order to see the bigger picture.

Powerful predictor of job performance, especially for high complexity jobs

Assesses advanced observation and clear thinking skills

Analyze ability to solve new and complex problems

Predicts ability to grasp new concepts quickly

Are you interested to know more about the tools above? Contact our local office for more information.

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