

PASAT 2000 v3 Report"



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Any career or job discussions must be based upon a thorough investigation of one's experience, education, aptitude, position requirements and career opportunities, coupled with one's personal circumstances.

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Introduction

The way in which we deal with, and relate to, other people is a development of the way in which we have dealt with the many and varied experiences during our life. Many of the most important experiences happened to us when we were very young and by the time we reach adulthood we have developed a number of strategies that we persistently employ whenever a similar set of circumstances occur. This is why most of our behavior is reasonably predictable.

Each one of us is unique (no one has had exactly the same experiences as us). Each of us also adapts our most 'natural' reactions to some extent to suit the particular conditions in which we work and play. Sometimes our immediate work style is slightly different from our social style as there are different expectations of us in each situation and different motivations for us to achieve in each. We are probably at our most effective when we are in an environment that encourages and supports the way we wish to act naturally. A sales related or sales orientated environment requires particular combinations of personality, skills and behaviors.

The PASAT 2000 differentiates between those elements of behavior and personality that are likely to be the most effective in a sales environment and those that are less generally effective. Just as each individual is unique so is each sales position. The success of an individual within a sales environment lies in the correct matching of the combination of many factors. The greatest utility of the PASAT 2000 will be achieved by examining the detailed sections of the results and determining which best suit the needs of the organization and then how the individual matches those expectations.

The results can also be simplistically combined into one 'general' factor. This global factor has been proven to be a very satisfactory general guide to likely success within a sales orientated environment. Within that 'general' factor, however, there may be specific combinations that do not suit a specific post. The general factor should be considered as an overview only and the detailed results examined for the most complete and focused view.

It is important that the PASAT 2000 report is not considered in isolation. The questionnaire results should be read in conjunction with other information both about the individual and the position. Other information about the individual will be obtained by a variety of sources; such as former employers, colleagues, CV's and from an observation as to how the individual behaves during selection procedures. Additional information about the post will come from the job and person specifications as well as knowledge of the working culture and practices of the department and organization. It is also important to clarify any concerns or contradictions from the varied information during the interview.

The basis for comparisons in this report is made against mainly sales orientated individuals. It is not comparisons with the whole population.

PASAT 2000 measures and reports on the behaviors that are most often associated with success in sales orientated environments. Every individual possesses a different blend of potential strengths and weaknesses that make him or her suitable for a particular kind of job. There is no such thing as a universal 'born salesman' who will fit every situation. There are a very few natural salesmen who will fit most situations but there are far more sales people who are right for specific situations. The PASAT 2000 enables you to look at the detail as well as the overall suitability.

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PASAT 2000 Factors

PASAT 2000 has eight main scales, five of which load on one major group factor (i - v), two on a second major group-factor (vi-vii) and one, which appears to be independent (viii). All scales appear to load on a general factor

- (i). Motivational adjustment is concerned with goal-directed behavior and with seeking challenges.
- (ii). Emotional adjustment is concerned with coping effectively with emotionally challenging events and, in particular, with showing resilience in the face of adversity.
- (iii). Social adjustment is the tendency to establish and maintain effective relationships with others.
- (iv). Adaptability is concerned with the capacity to embrace change, adapt to it and generally react in a positive way towards it.
- (v). Conscientiousness is concerned with doing things conscientiously, planning, paying attention to detail and following rules.
- (vi). Emotional Stability is concerned with mood control.
- (vii). Social Control is concerned with influencing others by a variety of means, including deception.

In addition, PASAT 2000 has three further scales designed to detect attempts to present false impressions, which are based on our own empirical studies with sales staff and other empirical studies of impression management. These comprise:-

- (ix). Attentive Impression Management - attention to the social cues given by others as a guide to one's own behavior.
- (x). Adaptive Impression Management - adapting one's own behavior to match or compliment that of theirs.

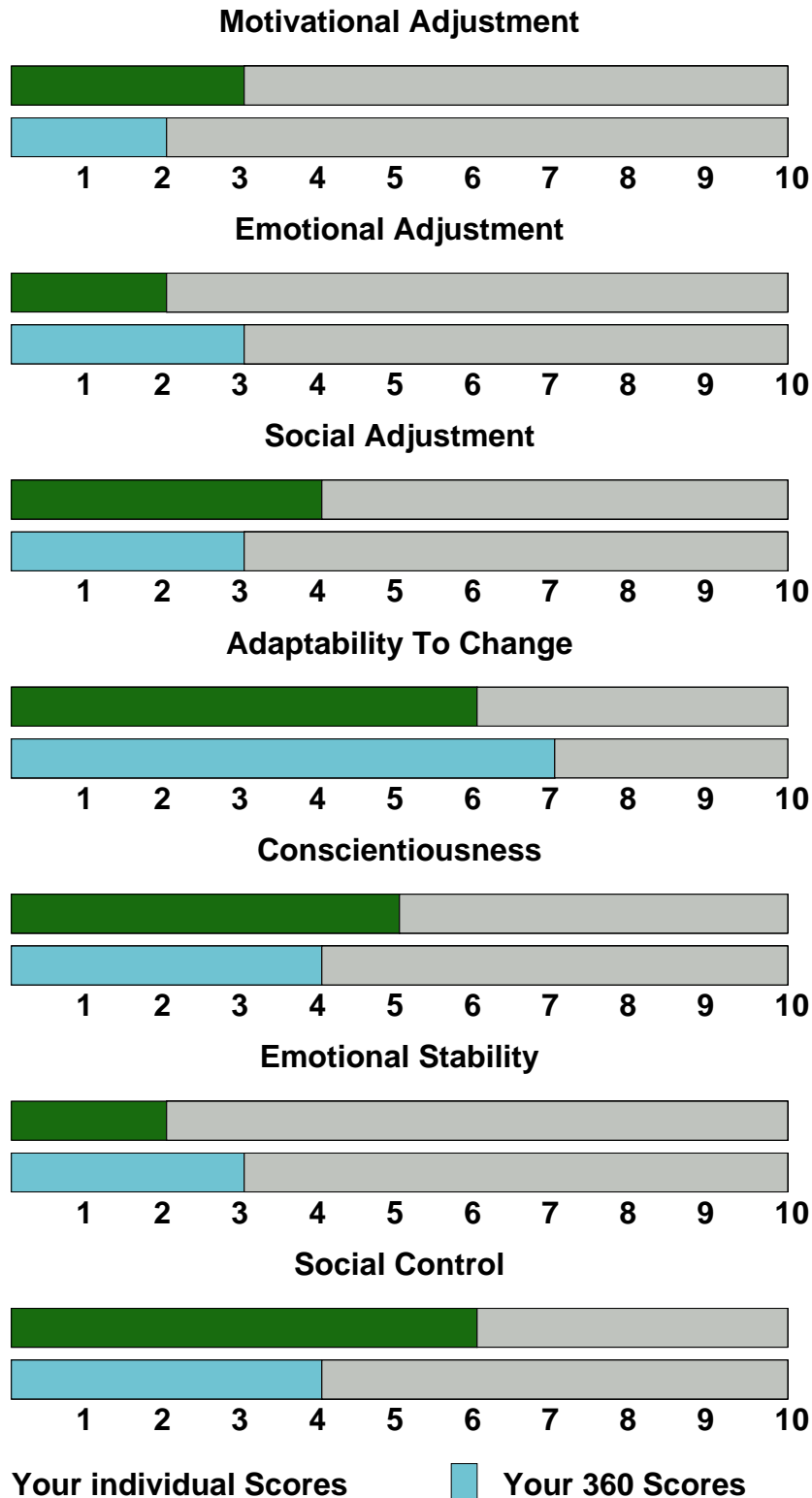
Attentive and adaptive behavior are seen as types of faking behavior, because the behavior displayed is not the natural response of the individual but, rather, their response to how they feel

- (xi). Social Impression Management - the scale is composed of items, which are inclined to be distorted when a person is giving inaccurate responses. This may include not only the intention to give a false impression, but also the possibility that the respondent actually believes this is how he/she would behave (self-delusion) and, overall, is about them trying to look good. The scale is based on the review, empirical and reductional work from which the attentive and adapting scales are developed.

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PASAT 2000 Profile Chart: Primary Factors:

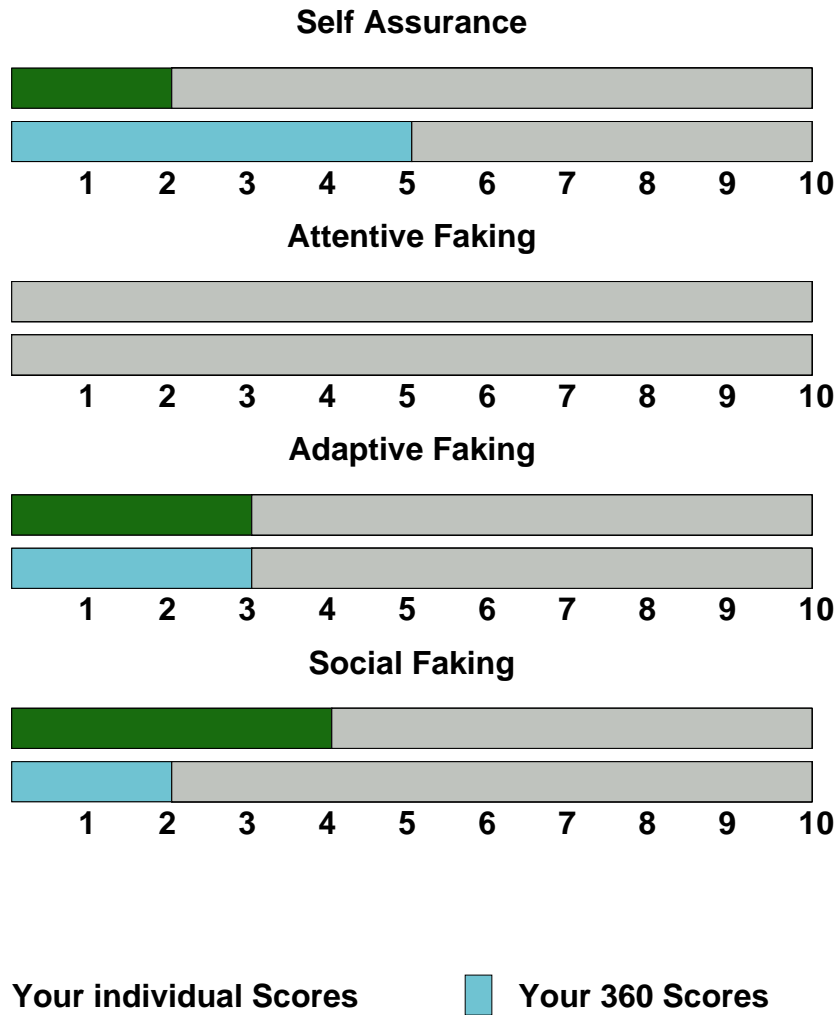
Jon Sample's PASAT Scores:



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PASAT 2000 Profile Chart: Primary Factors:

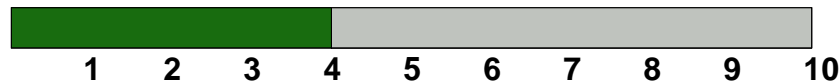
Jon Sample's PASAT Scores:



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Overall Sales Orientation

Positive Attitude



The Global Factor is a combination of all the factors discussed below. It has been found to be a reliable general indication of success within a sales-orientated environment. In essence, it appears to be most directly related to the positive, trusting response to a challenge that characterizes many sales staff at all levels. It also has a relationship with the newer concept of 'emotional intelligence'. It gives a general indication of likely success within a sales orientated environment but the more detailed part of the report gives greater information, which will link the specific requirements of the particular sales environment and culture to those aspects offered most naturally by the applicant.

This section should not be viewed in isolation.

The results suggest that you could do well in a sales orientated environment as long as the individual factors reported on below fit the specifics of the situation, but you are not a 'natural' sales person for all circumstances. Much closer attention needs to be paid to the details of the report rather than the issues discussed in this overview.

In general terms, however, you are likely to find it more difficult to create and maintain relationships if there is resistance or hostility and you will often find it difficult keeping your emotions from showing. All in all, you are likely to do best in an environment that gives you substantial security and stability and to use this as a firm base from which to tackle novelty and change. In this way you will be able to maintain your self-confidence even when the pressure grows. You are likely to have some problems doing this, if there is a lot of uncertainty around you.

In summary, Low scorers in sales situations are likely to:

- A) be pessimistic about their ability to cope effectively with life's problems
- B) avoid/withdraw from difficult and/or challenging situations
- C) view life's outcomes as being dependent on external events (e.g. luck)
- D) be low in a predisposition to be analytical and in analytical skills
- E) be socially dependent on others
- F) generally reactive rather than proactive

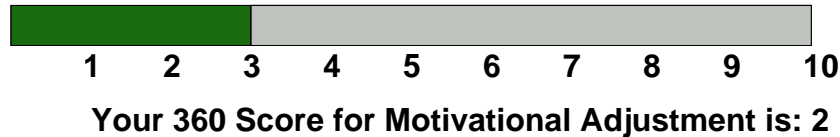
Higher scorers in the general factor (positive attitude) are likely to:

- A) Believe that they are capable of successfully dealing with life's problems and challenges (i.e. be optimistic)
- B) Face up to problems and challenges directly
- C) View life outcomes as dependent on their efforts
- D) Be analytical in dealing with problems
- E) Initiate social behavior
- F) Be generally proactive

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Motivational Adjustment

Motivational adjustment is concerned with goal-directed behavior and with seeking challenges



A lower score on Motivational Adjustment suggests that you prefer a more traditional and realistic view of the world of work. Established systems and procedures give you confidence and a sense of stability. In the same way, You are comfortable with the completion of a task and find changes unsettling.

As You are realistic and rational in your approach you can be seen as pessimistic and lacking in noticeable enthusiasm. This can be more noticeable where you see work as only one important part of your life.

You are likely to show the following behaviors:

You are therefore likely to balance the demands of work with those of the rest of your life,
 take things as they come and not prioritise,
 sometimes be slow to start new topics or projects,
 favour rational and logical processes above those of a more creative nature,
 suspect that success comes to those who are lucky as much as to those who deserve it,
 prefer not to think too far ahead,
 and enjoy immediate rewards.
 enjoy working and feel rewarded by it,
 prioritise tasks,
 have longer term goals and aspirations,
 be prepared to wait for suitable rewards,
 and believe that success is a reflection of personal effort.

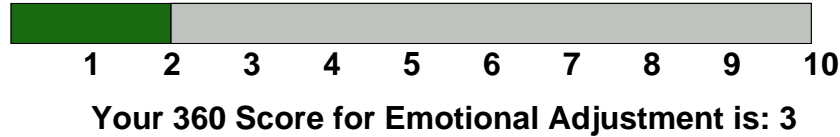
Typical low scorer behaviors in a sales situation:

You are therefore likely to balance the demands of work with those of the rest of your life,
 take things as they come and not prioritise,
 sometimes be slow to start new topics or projects,
 favour rational and logical processes above those of a more creative nature,
 suspect that success comes to those who are lucky as much as to those who deserve it,
 prefer not to think too far ahead,
 and enjoy immediate rewards.
 enjoy working and feel rewarded by it,
 prioritise tasks,
 have longer term goals and aspirations,
 be prepared to wait for suitable rewards,

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Emotional Adjustment

This factor is essentially concerned with the ability to cope effectively with difficulties and setbacks.



A lower score on Emotional Adjustment suggests that you will often feel emotional about life and may sometimes find it difficult to get going. You may feel vulnerable at times and often have a poor self-image. Pessimism comes easily to you and frequently the things that happen around you seem to justify this approach. Consequently, You are happier if You are not put in the situation of having to take responsibility for difficult activities. A stable and predictable environment is much preferred.

You are likely to show the following behaviors:

You are therefore likely to find criticism difficult to cope with,
take all comments personally,
avoid potentially difficult situations,
let others take responsibility for unpleasant decisions,
and perform well in a stable and secure environment where you can feel 'in control'.

Typical low scorer behaviors in a sales situation:

You are therefore likely to find criticism difficult to cope with,
take all comments personally,
avoid potentially difficult situations,
let others take responsibility for unpleasant decisions,
and perform well in a stable and secure environment where you can feel 'in control'.

Typical high scorer behaviors in a sales situation:

You are therefore likely to accept responsibility with little hesitation,
cope well with difficult situations,
usually stay calm in upsetting confrontations,
get on well with nearly everyone around you,
know your own, strengths and weaknesses,
and be energetic yet stay relaxed.

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Social Adjustment

This is concerned with the ability to get on well with others, i.e. with establishing and maintaining good relationships.



Lower scores on Social Adjustment suggest that you will often prefer activities which do not always involve other people. Although you can be social at times, you do not always wish to be social. You value time to yourself. Activities which require thoughtful and careful preparation suit you best. You like to see both sides of a problem and You are much more likely to trust your own solution to those of others. Your preferred approach is to make decisions for yourself and to rely on your own resources.

You are likely to show the following behaviors:

You are therefore likely often to avoid social activities,
keep yourself to yourself,
prefer a small, stable group of friends and acquaintances,
find it difficult to deal easily with strangers,
not always feel the need to explain things to others,
be consistent in your interests and ideas,
and often prefer being by yourself being practical.

Typical low scorer behaviors in a sales situation:

You are therefore likely often to avoid social activities,
keep yourself to yourself,
prefer a small, stable group of friends and acquaintances,
find it difficult to deal easily with strangers,
not always feel the need to explain things to others,
be consistent in your interests and ideas,
and often prefer being by yourself being practical.

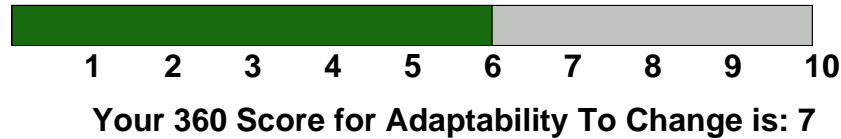
Typical high scorer behaviors in a sales situation:

You are therefore likely to be comfortable with others and enjoy their company,
find it easy to involve others and explain things to them,
initiate conversation,
enjoy the challenge of novel situations,
cope with potentially difficult or boring individuals,

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Adaptability To Change

This factor is concerned with adjusting to change.



Middle scores on Adaptability suggests that you will enjoy change and novelty at times as long as it is not happening all the time. You can find constant change or upheaval very wearing and will lose focus. You will need a sense of stability from which you can develop new ideas as and when necessary. In the same way, new ideas need to have a degree of reality attached to them. You are not likely to be impressed with ideas for their own sake.

You are likely to show the following behaviors:

You are therefore likely to accept change when you can see the point of it,
not be carried away with new ideas,
think around a topic with caution,
often prefer a traditional approach when under pressure,
and balance novelty and tradition.

Typical low scorer behaviors in a sales situation:

You are therefore likely to avoid situations that are always changing,
prefer a simple straightforward approach to work than one that requires intuition,
often see things in 'black and white' that others see as complex,
be cautious and sceptical if the reason for a change is not fully explained,
and see yourself as decisive and clear thinking.

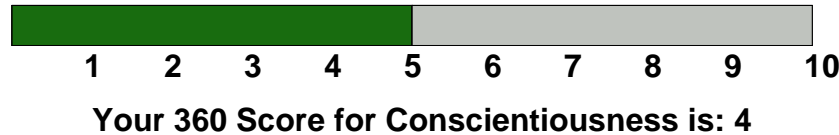
Typical high scorer behaviors in a sales situation:

You are therefore likely to positively relish novelty,
embrace change readily,
seek opportunities to be creative,
see many aspects to any situation and think around the issues,
and fit in easily to new ways and environments.

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Conscientiousness

This scale is concerned with planning, carrying out plans conscientiously, generally giving of one's best and showing integrity.



A middle score on Conscientiousness suggests that you will try hard to keep a balance between the demands of others and your own needs and expectations. You will be generally willing to go along with the 'normal' standards. You can, however, be flexible feeling that there are few obligations or rules which cannot be 'bent' a little if the situation demands it. You can be helpful and reliable but may be seen as sometimes self-indulgent when under external pressure. In the same way whilst you will normally give of your best you are not overly concerned with the finer detail and can make the occasional mistake which you will consider unimportant.

You are likely to show the following behaviors:

You are therefore likely generally to keep up to date, keep the whole picture in mind rather than the detail, have a few personal 'rules' and maintain them even if others do not agree, not set yourself unrealistic standards or expectations, and give of your best whenever it is reasonable.

Typical low scorer behaviors in a sales situation:

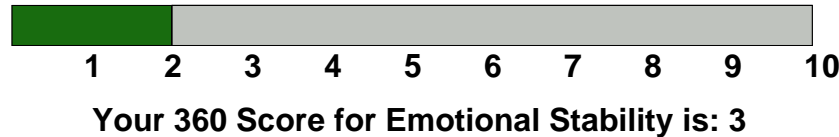
You are therefore likely to stick to your own rules rather than those of others, be seen as being careless with detail, place little value on promises if circumstances change, and prefer expediency to routine.

Typical high scorer behaviors in a sales situation:

You are therefore likely to find time for important activities, do your best not to let anyone down, stick with promises and obligations, pay attention to the details, persevere when things are not always going right, have clear expectations of yourself and follow them, and set yourself clear standards to live life by.

PASAT 2000 v3 Report"**Emotional Stability**

This scale is concerned with the ability to control one's emotions.



A lower score on Emotional Stability suggests that often you find it difficult to separate the facts and thoughts of a situation from the way you feel about it. You will be sensitive to the nuances of a situation and may 'see' aspects that those who are more logical have missed. It can also mean, however, that you can become easily upset. Sometimes you will find it difficult to cope with the pressures of life and this can lead to you getting the situation out of perspective. This means that you can often find yourself in a position where you feel that you have little control and that You are being swept along. You are better suited to working in an environment which is stable and predictable.

You are likely to show the following behaviors:

You are therefore likely to find it difficult to cope with change and uncertainty,
react emotionally to most situations,
be sensitive to the subtleties,
find rejection or criticism hurtful,
and avoid potentially difficult situations.

Typical low scorer behaviors in a sales situation:

You are therefore likely to find it difficult to cope with change and uncertainty,
react emotionally to most situations,
be sensitive to the subtleties,
find rejection or criticism hurtful,
and avoid potentially difficult situations.

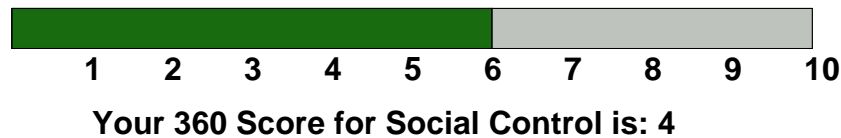
Typical high scorer behaviors in a sales situation:

You are therefore likely to keep calm under pressure,
take things in your stride,
focus on facts rather than feelings,
be able to cope in pressured or changeable situations,
balance the demands of work and home effectively,
and deal with others calmly and considerately.

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Social Control

This factor is essentially concerned with the desire and ability to control and influence others.



A middle score on Social Control suggests that you will enjoy interacting with a group and only need to be separate from them occasionally. You will normally balance the needs of others with those of your own. You would find it difficult to manipulate others although you are likely to have personal aims and expectations which you will try to pursue. Occasionally you will be seen as independent but usually will be thought of as a team player.

You are likely to show the following behaviors:

You are therefore likely to be sociable and co-operative,
usually be straight in dealing with others,
not put your own needs or expectations first on all occasions,
be seen as a team player,
and listen and negotiate with others.

Typical low scorer behaviors in a sales situation:

You are therefore likely to fit in with more dominant individuals,
seek to be peacemaker where possible,
withdraw from hostile environments,
prefer sticking to tried and tested approaches,
and be straight in your dealings with others but sometimes be seen as weak.

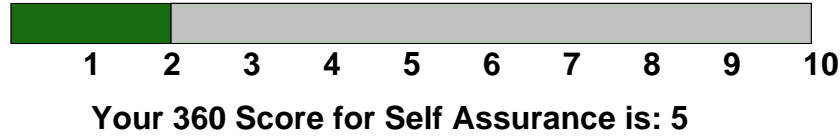
Typical high scorer behaviors in a sales situation:

You are therefore likely to change tactics to get your own way,
be independent of the opinions of others,
have a clear aim to which everything is focused,
be seen as influential even if not always liked in the process,
seek alternative routes to further your expectation,
and be less likely to agree with others if it is not in your interest.

PASAT 2000 v3 Report"

Self Assurance

This factor is essentially concerned with showing confidence in a broad range of situations.



A lower score on Self Assurance suggests that you will tend to be apprehensive for much of the time and show limited self-confidence. You are more likely to take the blame for a situation that has not gone according to plan even if you cannot actually understand what has gone wrong. To minimise this happening you much prefer an environment where expectations are clear and procedures traditional.

You will do well in a structured situation where little changes and where such change is gradual and well explained. You will often not feel free to participate as you will often doubt your ability or your usefulness. Often you will prefer your own company and to know exactly what is expected of you.

You are likely to show the following behaviors:

You are therefore likely to see life as something of a struggle,
prefer to stick with what you know,
let others take responsibility for decisions and projects,
and be wary of novelty and new approaches.

Typical low scorer behaviors in a sales situation:

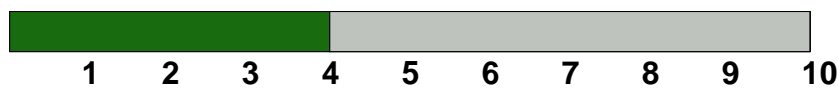
You are therefore likely to see life as something of a struggle,
prefer to stick with what you know,
let others take responsibility for decisions and projects,
and be wary of novelty and new approaches.

Typical high scorer behaviors in a sales situation:

You are therefore likely to cope well with life,
hold yourself in strong regard,
be confident in most situations,
take responsibility for and encourage others,
and be resilient when faced with difficulties.

PASAT 2000 v3 Report"**Additional Significant Factor Combinations**

These scales are combinations of several of the dimensions already described. They focus on the way in which the individual scales are likely to interact but this section should always be read in conjunction with the more detailed descriptions of all the basic information. Occasionally an apparent contradiction may occur when combining. This should be explored against other information such as looking at a particular situation and how you dealt with it. This will enable you to determine exactly how you make sense of the differing ways in which you normally act. Usually there is a very straightforward explanation but it will be a unique solution.

Work Life Adjustment

Work Life Adjustment examines the extent to which you have developed successful strategies for dealing with the world around you.

Although you will usually find it easy to create a short-term relationship that will bring the sale to closure, you will find it more difficult developing longer-term relationships where there is no obvious finishing point. You are at your best when able directly to influence proceedings. At times, this will involve you in pushy or manipulative strategies.

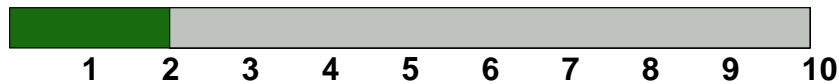
You are less suited to a role which requires a long term and sensitive relationship.

As well as developing a tough approach to others and preferring a short term relationship with a purpose, you will have little concern about bending the rules or acting unethically if the rewards are within your grasp.

You will not find it easy to be influential with others and it will be difficult for you to have Your point of view acknowledged. You will often be unable to cope with the pressures in a variety of situations at work.

Although you can normally keep the world in balance there are times when the situation can overwhelm you. You do not always have the confidence or bravado to brazen it out and you can let your frustration show and this can affect your judgement.

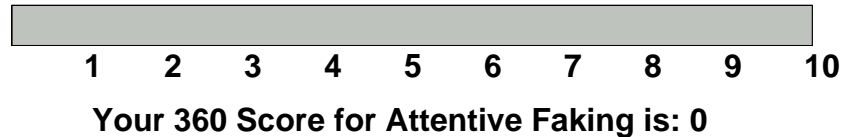
Similarly, you enjoy new and novel situations much of the time but there is a clear limit beyond which

PASAT 2000 v3 Report"**Additional Significant Factor Combinations****Control**

You find that life is difficult at times and you rarely feel that you have control over it. You may have difficulties in establishing and maintaining good relationships over time, particularly where there is an ongoing underlying difficult situation to be addressed. You will not deal well with criticism or aggressive behaviour from others and generally prefer a stable and secure environment. If under extreme pressure your first response is likely to be withdrawal.

As stability is important for you, you do not react well to change and can be dismissive of suggestions to change the way things are done. In the same way, when you are feeling under pressure your behaviour is likely to become defensive and blinkered. This can sometimes lead to giving up.

You will approach life in a clearly emotional way and find it difficult not to respond immediately to a situation, perhaps without first stopping to think. This reactive approach can mean that you will often miss the more subtle points of a situation and your reaction may be inappropriate, particularly when seen in the longer term.

PASAT 2000 v3 Report"**Attentive Faking**

To a certain extent all of us at one time or another try to present a picture of ourselves that we think others will approve of. This is particularly true when we are applying for jobs or taking tests and questionnaires. We want to give our best side!

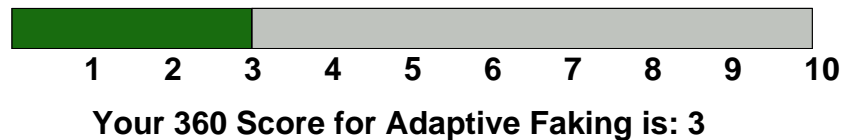
The PASAT 2000 is no different in that it invites us to respond to questions about how we normally behave. It is obvious that we are rarely scrupulously honest in every detail. Much of this 'best siding' however comes out in the way the questions are used. This section of the report indicates the general trend of our putting the best slant on the question. It is particularly useful if there are very high scores in any of these categories as this may indicate that what you see is not what you will ultimately get!

They are likely to show the following behaviors:-

- (a) they only tend to help others when there is a genuine need
- (b) they do not need recognition from others for their successes
- (c) they are not up to date with who is who and who is doing what

They are likely to show the following behaviors:-

- (a) they have a strong urge to get their own way whatever the cost
- (b) they are prepared to persuade people to back out of agreements if this is advantageous to the persuader
- (c) they help people when it is not necessary
- (d) they are good at breaking bad news and letting people down gently
- (e) they keep up to date with who is who and who is doing what
- (f) they need recognition from friends or colleagues for their successes

PASAT 2000 v3 Report"**Adaptive Faking**

This type of Impression Management is essentially concerned with adapting one's own behavior to match or compliment the behavior of others. The distorted behavior may not be a true reflection of how one would behave without the cues or prescience of other people. High scorers frequently adapt their behavior to suit or match others. Without attentive Impression Management this adaptation may be unfocused. This type of Impression Management is essentially concerned with the reporting of reacting emotionally, and with adapting behavior quickly, to situations.

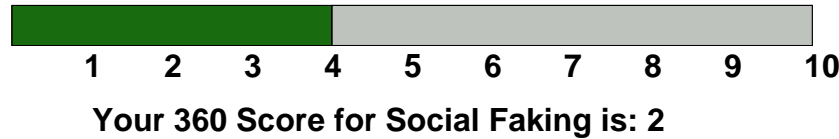
Low scorers are likely to be: calm, controlling, uncompetitive, natural, insensitive, unsociable, ethical, inattentive.

They are likely to show the following behaviors:

- (a) they continue to put in effort when feeling low
- (b) they like to be in control of others
- (c) they do not change their behavior with different people or in different situations
- (d) they do not show emotion or enthusiasm
- (e) they are not aware of what is new and changing (i.e. inattentive)
- (f) they show insensitivity to the needs of others
- (g) they are not prepared to compromise people to achieve their objectives.

They are likely to show the following behaviors:

- (a) they put less effort into work when depressed
- (b) they generally enjoy work and life in general
- (c) they do not like to be in control of others

PASAT 2000 v3 Report"**Social Faking**

Social Impression Management is the attempt to present an attractive social image, without necessarily tailoring that image to the audience. Thus the high scorer will present an image of behaving in a way which people would normally find socially attractive. Without attentive behaviors this may be seen as indiscriminate and not necessarily tailored to the circumstances. This scale is concerned with behaving in a socially desirable way, which includes showing appropriate social behavior (e.g. politeness), behaving conscientiously and showing control over one's motions.

Low scorers are likely to be emotional, disorganized, easily discouraged and socially 'gauche'.

- (a) they show anger, distress and other emotions when it may not be appropriate
- (b) they are unable to 'see the wood for the trees'
- (c) their conversation tends to be uninteresting
- (d) they give up easily when things go badly
- (e) they tend to guess when they do not know something rather than admitting that they do not know
- (f) they can often behave impolitely

They are likely to report exhibiting the following behaviors:

- (a) they do not over-react to events
- (b) they find time to do what is important
- (c) they are able to change the tone of a conversation (e.g. by injecting humor)
- (d) they persevere even when things go badly
- (e) they do not guess when they do not know something

PASAT 2000 v3 Report"**Higher Order And General Factors****Factor 1 - Adjustment**

This factor is essentially concerned with how well someone copes with and adjusts to the difficulties and challenges encountered in life generally and at work in particular

Low scorers are likely to:

(a) find difficulty in establishing effective relationships with others in difficult circumstances (e.g. with strangers or those showing aggressive behavior to them), due in part to feelings of insecurity and are likely to withdraw from social situations and show poor social skills (e.g. poor judgment of others)

(b) put insufficient effort into tasks which they find distasteful and hence be disorganized and self-indulgent, generally taking the easy way out rather than showing concern for standards

(c) be threatened by change and resist new ways and methods

(d) be emotional and defensive in difficult situations, often leading to them avoiding such situations or giving up easily

(e) see themselves as being the victims of bad luck and unable to control their future and hence

High scorers are likely to:

(a) establish good relationships and maintain them in difficult circumstances e.g. on meeting strangers, when the other person is rude or expresses anger, or when they do not feel like making an effort with someone else

(b) be conscientious e.g. put effort into what needs to be done rather than into what one would like to do

(c) keep to their promises when under pressure not to do so, admit when they do not know something and generally try to do what they consider to be 'right'

(d) not over-indulge and generally show self-discipline

(e) view change as something which is enjoyable and provides opportunities, rather than a threat. Consequently, they embrace change rather than resist it

(f) react well after difficulties and setbacks e.g. they react openly rather than defensively to criticism, persevere after setbacks and are able to control their emotions when upset or angry and they maintain their integrity under pressure from others (e.g. by keeping to promises)

PASAT 2000 v3 Report"**Higher Order And General Factors****Factor II - Control (over others and self)**

This factor is essentially concerned with exerting influence over others, in part by exercising control over one's emotions. It has elements of both wanting to control/influence others allied to influencing skills and has an underlying attribute of dominance/assertiveness/independence of will.

Low scorers are likely to:

- (a) be readily prepared to back down in argument or discussion
- (b) show negative emotions resulting in insensitivity to others
- (c) lack self control when facing high levels of stress.

High scorers are likely to:

- (a) go to considerable lengths to influence others and this may show itself in rule-bending/breaking behavior and/or in behavior which may be considered to be devious or manipulative by others
- (b) be competitive individuals who exercise self-control in order to influence others. To this end they are likely to be observant and attentive listeners
- (c) show self-control which stems from an ability to control their emotions
- (d) be able to remain calm, polite and self assured in the face of hostile/negative reactions from others.

PASAT 2000 v3 Report"

Development Suggestions

This output report has offered a wide range of feedback, which needs to be carefully considered as part of an overall picture of an individual's ability to deal with other people and potentially to sell effectively. As we suggested at the outset this report provides only one part of a large 'jigsaw' of inputs to any view that may be formed (with an individual's experience, education, aptitude, position requirements and career opportunities, coupled with personal circumstances all playing their part). However, there are some particular conclusions that can be drawn from completing the PASAT assessment in terms of future skill building and action planning to improve your selling ability in the future. Individuals may therefore like to use the form below to collect and summarize their thoughts and to action plan for the future:

Summary

A) How would you describe your strengths based on your PASAT 2000 results?

B) How would you describe your development needs based on your PASAT 2000 results?

Action plan

C) What actions do you now plan to take to emphasize and draw upon your strengths in your team based future work?

D) What actions do you now plan to take to compensate for your apparent development needs in your team based future work?
