

ROLE-FOCUSED ASSESSMENTS

# Sales – Hiring

## Help Your Organization Adapt, Evolve, and Lead Through Change

Future-proof your organization with our new Role Specific Assessment Tool:  
**Sales – Hiring**

The sales industry is being reshaped by AI and automation at pace. Intelligent prospecting tools, predictive CRM platforms, and automated outreach sequences are handling the legwork that once filled a rep's day – freeing up time, but also raising the bar for what human sellers need to bring to the table. As routine tasks get absorbed by technology, the role is shifting decisively away from process and towards persuasion, relationship-building, and high-stakes negotiation. The sales professionals who will thrive are those who can harness these tools without losing the consultative edge, genuine rapport, and sharp commercial instinct that no AI can replicate.

**Pearson's research program has identified the core skills that predict success in today's dynamic, technology-driven sales environments.** The Sales-Hiring solution helps you understand and measure these essential capabilities, enabling



your organization to recognize potential and support professional growth.

### Sales – Hiring Benefits



- Short – takes approximately 30 minutes to complete
- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviours
- Enables informed talent acquisition decisions

## Our innovative Sales – Hiring assessment measures the following:



- 1 Achieves Goals** – Setting and achieving challenging goals; working hard; persisting in the face of significant obstacles; striving to produce high quality work.
- 2 Complies with Rules and Regulations** – Demonstrating honesty and trustworthiness; trying to do what is right and ethical; following rules, laws, regulations, policies, and procedures; accepting authority.
- 3 Cooperates with Others** – Valuing agreement, consensus, and cohesiveness in interpersonal interactions; being responsive to others' needs, providing information and assistance to meet those needs.
- 4 Develops Rapport with Others** – Seeking out a variety of social situations, including those requiring tact and/or discretion; being sociable, warm, likable, and cooperative; being easy to work with.
- 5 Leads Others** – Demonstrating willingness to lead; being confident, forceful and decisive; being able to mobilize others to act.
- 6 Takes Responsibility for Actions** – Being reliable, well organized, orderly, and planful; holding self accountable for results and deadlines, accepting responsibility for mistakes.
- 7 Tolerates Stress and Criticism** – Maintaining composure in stressful situations; maintaining a positive outlook when criticized.
- 8 Understands Others** – Recognizing and understanding others' states of mind or emotions; demonstrating compassion toward others; taking care of others in need.
- 9 Verbal Analogies** – Verbal reasoning by the relationship between pairs of words.



### Languages

US English

### Norms

General Population



**Contact us** to explore how Pearson's suite of assessments can future-proof your workforce.

### Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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