SALESview360

VIEWsuite360
BY ENVISIA LEARNING

Want to help your sales team strengthen their core selling skills? **SalesView360** focuses on critical competencies based on the consultative selling approach.

APPLICATIONS

Today's consultative sales people face an extremely competitive landscape and require a variety of skills to succeed. With **SalesView360**, you can focus on enhancing those skills by giving them support where they need it most.

SalesView360 provides a broad assessment of critical interpersonal, intrapersonal and sales skills for each member of your sales team. It is ideal for developing internal and external sales staff and account management people.

"

...I found the process to be easy to administer, professionally handled, excellent customer service from the consulting team and, most importantly, the results assisted us with our mission of developing a stronger leadership team."

Susan Bloch, Vice President of Human Resources, Tilia, Inc.

AT A GLANCE

- 3 Sales Competencies
- 52 Behavioural Questions
- Online Administration
- Reliable/Validated Scores
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

COMPETENCIES

INTERPERSONAL
- Enabling Trust
- Demonstrating Respect
- Conflict Resolution
- Influence/Negotiation
- Listening
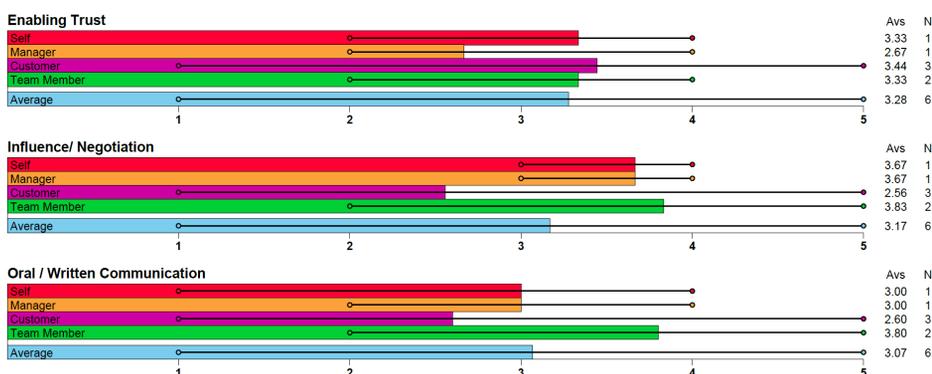- Oral/Written Communication

INTRAPERSONAL
- Problem Solving
- Resilience
- Self-Development
- Achievement Striving

SALES
- Consultative Sales Orientation
- Service Focus
- Sales Planning/Territory Management

Competency Summary

Enabling Trust

	Avs	N
Self	3.33	1
Manager	2.67	1
Customer	3.44	3
Team Member	3.33	2
Average	3.28	6

Influence/ Negotiation

	Avs	N
Self	3.67	1
Manager	3.67	1
Customer	2.56	3
Team Member	3.83	2
Average	3.17	6

Oral / Written Communication

	Avs	N
Self	3.00	1
Manager	3.00	1
Customer	2.60	3
Team Member	3.80	2
Average	3.07	6

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PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

FEATURES

- Measures 3 core sales competencies
- Assesses 13 sales behaviors
- Theoretically derived based on consultative selling system research
- Established scale reliability and validity

Established Norms

- Standardized norms
- Ability to customize or create bespoke norms

Comprehensive Feedback Report

- Line or Bar Graph Comparisons of "Self" and "Other" Ratings
- Customizable Rater Labels
- Normative or Raw Score Averages
- Most and Least Frequently Observed Behaviors
- Open-ended Comments Section
- Developmental Action Plan
- Group Composite Report

Behaviour Summary Continued

Questions	Self	Manager	Customer	Team Member	Average
Influence/ Negotiation	3.67 (0.76)	3.67 (0.76)	2.56 (0.37)	3.83 (0.47)	3.17 (0.37)
Provides relevant facts, research and information to facilitate successful negotiations over price, service and/or other options.	4.00 (1.00)	3.00 (1.00)	1.67 (0.76)	4.50 (0.75)	2.83 (0.33)
Oral / Written Communication	3.00 (0.37)	3.00 (0.55)	2.60 (0.35)	3.80 (0.46)	3.07 (0.36)
Writes technical information in en easily understood manner.	2.00 (1.00)	4.00 (1.00)	3.00 (0.29)	4.50 (0.75)	3.67 (0.38)
Provides clear, concise, and logical answers to questions from others.	4.00 (1.00)	4.00 (1.00)	3.33 (0.38)	4.00 (0.50)	3.67 (0.45)
Uses written communications effectively and appropriately.	4.00 (1.00)	2.00 (1.00)	2.33 (0.53)	4.00 (1.00)	2.83 (0.47)
After responding to objections, asks whether concerns have been satisfied.	1.00 (1.00)	2.00 (1.00)	2.67 (0.38)	3.50 (0.25)	2.83 (0.33)
Gives presentations that are clear and logically organised.	4.00 (1.00)	3.00 (1.00)	1.67 (0.53)	3.00 (0.50)	2.33 (0.45)
Conflict Resolution	3.67 (0.76)	3.00 (0.59)	2.67 (0.22)	3.33 (0.63)	2.94 (0.37)
Effectively manages and resolves interpersonal differences/conflicts with others.	3.00 (1.00)	4.00 (1.00)	3.67 (0.06)	3.00 (0.50)	3.50 (0.25)
Directs discussions of opposing views towards a win-win agreement.	4.00 (1.00)	3.00 (1.00)	3.00 (0.59)	3.50 (0.75)	3.17 (0.66)
Demonstrates an attempt to understand opposing points of view.	4.00 (1.00)	2.00 (1.00)	1.33 (0.76)	3.50 (0.75)	2.17 (0.47)
Problem Solving	2.20 (0.51)	3.20 (0.27)	2.33 (0.38)	3.40 (0.44)	2.83 (0.33)
Generates and considers multiple options before making a decision.	2.00 (1.00)	4.00 (1.00)	3.00 (0.29)	3.00 (0.50)	3.17 (0.39)
Makes high quality and logical decisions based on adequate information.	2.00 (1.00)	2.00 (1.00)	3.00 (0.18)	3.50 (0.75)	3.00 (0.35)
Makes decisions confidently and quickly when necessary.	1.00 (1.00)	5.00 (1.00)	2.00 (0.59)	3.50 (0.25)	3.00 (0.24)
Researches and utilises available information in order to understand and solve issues and problems.	2.00 (1.00)	4.00 (1.00)	2.00 (0.59)	3.00 (0.50)	2.67 (0.45)
Sticks with a decision or course of action unless it is obvious that if is incorrect.	4.00 (1.00)	1.00 (1.00)	1.67 (0.76)	4.00 (0.50)	2.33 (0.31)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

This is why we developed momentor. An online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency-based resource library, and an evaluation of effectiveness and progress. It has proven to increase success of behavior change programs by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment – including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your program.

Enlighten
Encourage
Enable

The Three Necessary Conditions for Initiating and Sustaining Successful Behavioural Change

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programs.

Our web-based blended learning and assessment platforms enable you to run your programs in a simple, more convenient and effective way. All our platforms are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on. Contact us for more information at:
sales@envisialearning.com

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L E A R N I N G