Chally Assessment™

How to Read a Selection Report

The Chally Assessment™

The Chally Assessment™ helps you take the guesswork out of talent management by giving you insight into the motivations and natural aptitudes of each person on your team or in your candidate pool.

Make better hires

Focus your development dollars

Build a more competitive sales force

Selection Report

Selection Report

Assessment Results

Name
Jane Smith

Position
New Business Development Benchmark

Profile Fit

New Business Development Benchmark   **Possible Fit**

Summary

This section provides results for the competencies that are most critical for success in this type of role. All scores shown are percentile scores which range from 1 to 99. Percentile scores allow you to compare this individual's scores with a group of others who took the assessment. A score of 67, for example, indicates that the person scored better than 67% of other respondents.

New Business Development Benchmark Competencies	Percentile Score
Networks Effectively	50
Analyzes and Resolves Customer Problems	98
Uses Standard Discovery Questions to Qualify Prospects	14
Commits Extra Effort to Ensure Success	63
Closes Through Incremental Steps	75
Seizes New Opportunities	71

Validity Score

The validity scales within the assessment indicate that this individual was open and candid in answering the questionnaire.

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Candidate's overall fit for the specific role

Overall Profile Fit Statement

Profile Fit Scores

Individual competency scores over 80 are first rounded down to 80, to prevent any extremely high scores from masking any areas of concern. The adjusted competency scores are then totaled and divided by the number of competencies in the profile, resulting in the Profile Fit Score. The Profile Fit Statement is based on the Profile Fit Score and whether there are any low scoring competencies that could be of concern.

Not a Natural Fit	Possible Fit	Good Fit
Profile Fit score between 1-49	Profile Fit score between 50-65 with 1 or more competencies scoring 30 or below	Profile Fit score between 66-99, or between 50-65 with no competencies scoring 30 or below

Selection Report

Assessment Results

Name
Jane Smith

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New Business Development Benchmark

Profile Fit

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Candidate's scores on the predictive competencies for the role

Competency Quartiles

Not a Natural Strength

Area for Development

Emerging Strength

Clear Strength

| Makes Persuasive Presentations | | Adapts Approach | Advocates for Customers | Commits Time and Effort | Qualifies Prospects | Develops Sales Leads |

| 1 | 24 | 25 | 49 | 50 | 74 | 75 | 99 |

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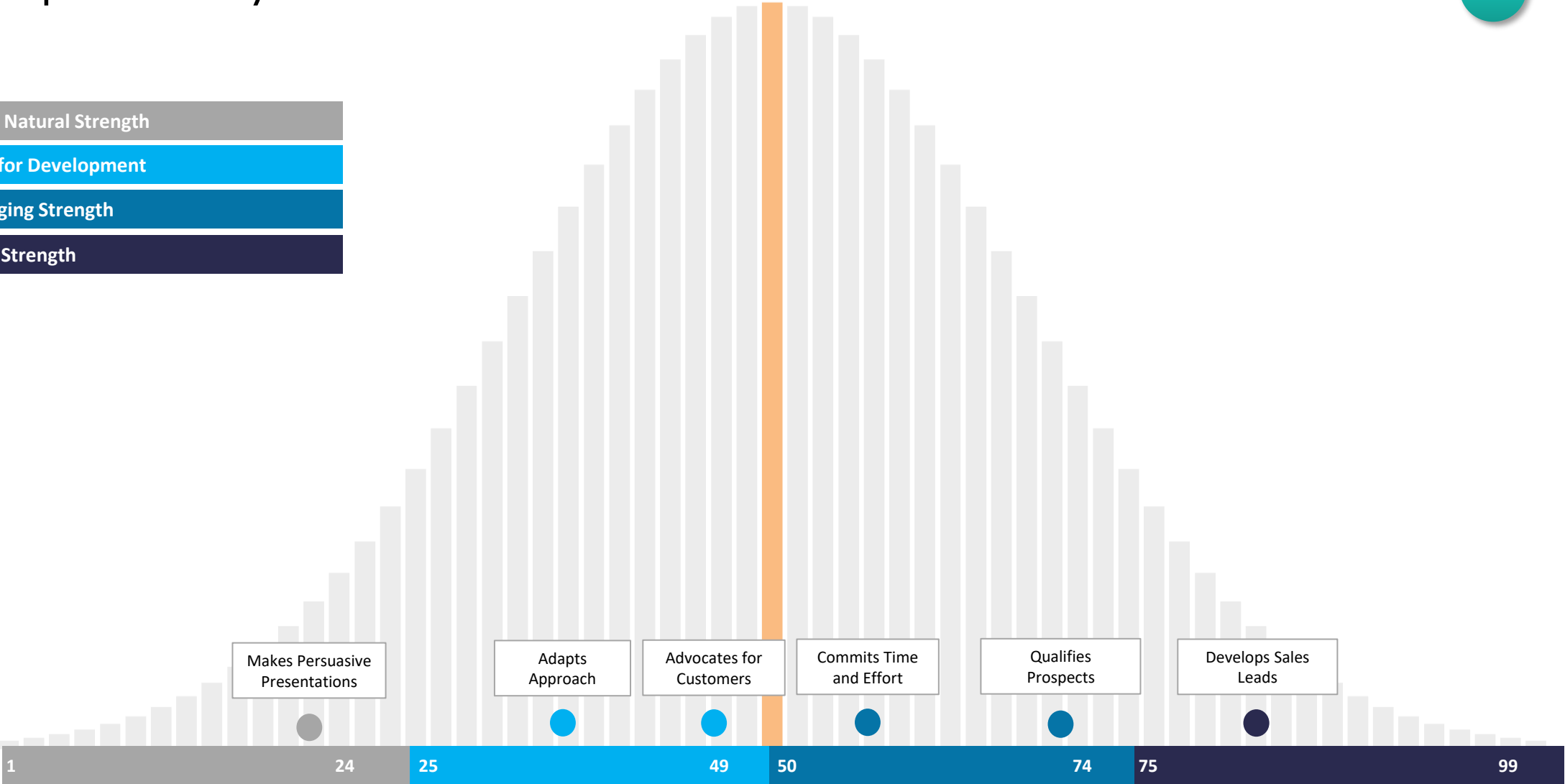
Selection Report
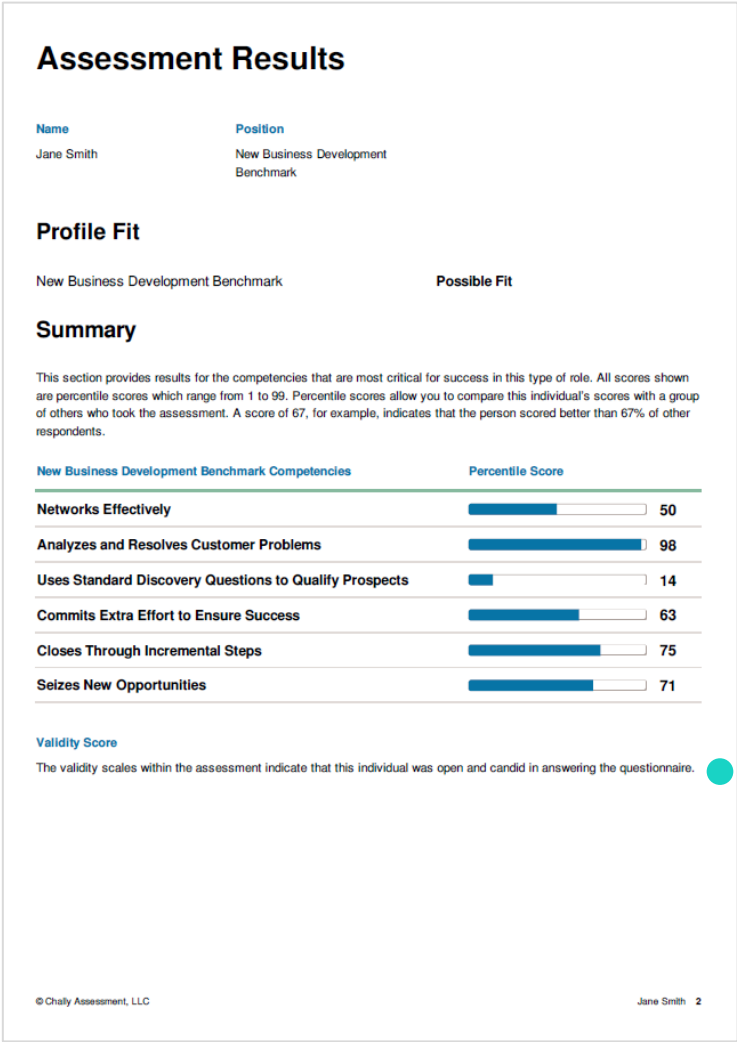
Description of candidate's degree of guardedness or candor

Validity Score

The validity scale is about an individuals' willingness to admit limitations to others.

The validity statement in the report reflects whether the respondent:

- Was exceedingly candid in answering the questionnaire and went out of the way to admit limitations

- Was open and candid in answering the questionnaire

- Tended to create a favorable impression, downplay weaknesses, and emphasize strengths

- Was unwilling to acknowledge personal limitations and may possibly have difficulty readily accepting coaching and constructive feedback

- May have had significant difficulty completing some of the items due to either occasionally misunderstanding the meaning of the statements or responding too carelessly (Retake recommended)

Note: Selection decisions should not be based on the candidate's degree of guardedness or candor.

Variations of Page 1 of the Selection Report

Selection without Fit

Index Profile Report

Selection without Fit report:

Assessment Results

Position
New Business Development
Benchmark

Summary

This section provides results for the competencies that are most critical for success in this type of role. All scores shown are percentile scores which range from 1 to 99. Percentile scores allow you to compare this individual's scores with a group of others who took the assessment. A score of 67, for example, indicates that the person scored better than 67% of other respondents.

New Business Development Competencies	Percentile Score
Networks Effectively	50
Analyzes and Resolves Customer Problems	41
Uses Standard Discovery Questions to Qualify Prospects	14
Commits Extra Effort to Ensure Success	40
Closes Through Incremental Steps	8
Seizes New Opportunities	90

Validity Score

The validity scales within the assessment indicate that this individual was exceedingly candid in answering the questionnaire and went out of the way to admit limitations.

Index Profile Report:

Assessment Results

Name
Joe Sample

Index
Chally's Customer Success
Management Index

Summary

This section provides results for a selected set of competencies. All scores shown are percentile scores which range from 1 to 99. Percentile scores allow you to compare this individual's scores with a group of others who took the assessment. A score of 67, for example, indicates that the person scored better than 67% of other respondents.

This index has not been statistically validated for selection so no summary, average, or roll-up score should be calculated or interpreted as predictive of overall success in a role. Individual competency scores however can be useful for gaining insight into this individual's natural aptitude and can therefore be taken into consideration. The higher the competency score, the more likely this person is to demonstrate the behavior.

CSM Index Competencies	Percentile Score
Engages Others in Learning to Maximize Benefit from Purchase	29
Develops Solid Relationships by Making Client Needs a Priority	90
Identifies and Addresses Customer Needs	28
Maintains and Shares Market Trend Awareness	15
Anticipates Obstacles that Could Impede Progress	30
Solicits and Acts on Customer Feedback	43
Provides Technical Expertise	44
Fosters Collaboration to Achieve Shared Goals	53

Validity Score

The validity scales within the assessment indicate that this individual was exceedingly candid in answering the questionnaire and went out of the way to admit limitations.

Selection Report

Page 1 (cover):

October 26, 2020

Chally Assessment™

Selection Report
Jane Smith

Prepared for:
Chally Assessment, LLC

Chally

Page 2 — Assessment Results:

Assessment Results

Name	Position
Jane Smith	New Business Development Benchmark

Profile Fit

New Business Development Benchmark	Possible Fit

Summary

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Page 3 — In-depth results:

In-depth results for New Business Development Benchmark

COMPETENCY 1/6

Networks Effectively

Takes a proactive approach to business/social interactions; will expand contacts consistently; is comfortable meeting new people and stimulating the conversation

Score: 50

Score Interpretation

This individual is typically comfortable moving between people or groups both familiar and unfamiliar as this is an opportunity for potential business dealings in the future. For the most part, they have little difficulty expanding a contact list because they enjoy meeting new people and they will greet these people in an enthusiastic and friendly manner.

COMPETENCY 2/6

Analyzes and Resolves Customer Problems

Objectively analyzes a problem situation and takes steps to provide a solution; identifies the root of the problem before pressing for a resolution; remains engaged until a solution is reached; tries to see all sides of the problem and thus understand others' assessment of the issue or response; takes personal responsibility for identifying a resolution

Score: 98

Score Interpretation

This individual remains focused on solving the main problem and will not simply provide temporary solutions or quick fixes. They are eager to determine the true nature of the issue and interested in understanding others' perspectives and determining a root cause. Once they have isolated and defined the problem, they take ownership of it. Even if they draw on the expertise of others to help solve the issue, they will remain involved until a satisfactory resolution is reached.

Page 7 — Key Motivational Characteristics:

Key Motivational Characteristics

The motivational characteristics described below measure this individual's preferences, wants, or desires. However, this DOES NOT necessarily indicate that they currently have developed the habits or skills to satisfy these preferences. A manager may wish to note these specific motivational needs and utilize the suggested discussion points to commence a meaningful dialogue about potential with this person. These characteristics will also provide you with an indication of this individual's fit to your organization's culture.

Motivational Characteristics	Manager's Tips
They enjoy coming up with new processes and take pride in developing unique solutions. They would prefer a fresh approach with an eye toward substantial long-term results as opposed to refining a well-tested system already in place. They will become restless and tempted to redesign processes rather than work to make incremental improvements.	Encourage them to consider how much time has been allowed to deal with unexpected barriers to new plans. They may prefer to spend time on breakthrough solutions, but these innovations could be blocked by unforeseen obstacles that could render the new system less efficient than the old. Be sure there are back-up plans in place and that the advantages of taking a new route versus modifying existing processes have been weighed. If nothing can be gained, encourage them to save their creative energy for more valuable projects.
This person is highly self-satisfied and not distracted by the need for approval of others. They are confident in their ability to complete tasks and may not objectively evaluate how their actions could impact results because they truly don't expect to be the cause, even indirectly, of any potential downfalls. As a result, they could dismiss constructive criticism.	Make it clear to them that in order to ensure that goals are attained, it is critical for everyone to perform regular self-analysis. Although they may not believe that their behavior could jeopardize results, they need to realize that even the strongest employees have behavior patterns that could impact goal accomplishment. Get them into the habit of taking an objective look at their actions and the possible ramifications if they do not make needed adjustments.
This individual does not appear to be bothered by stressful situations. They are able to function effectively, even under large amounts of pressure, because they're able to maintain perspective. This attitude helps them to achieve goals, but it could also give the impression that they don't care enough about the situation to be worried.	When stressful circumstances arise, be sure that they address the worries of others, but also explain that not everyone reacts to pressure in the same manner. They should convey that they understand and even share others' concerns, but believe that by keeping the goal achievement in focus, the crisis will soon pass and original objectives will still be met.
This individual will offer assistance to others and strives to present themselves as a professional resource. A good deal of their satisfaction comes from sharing expertise and experience with those who are less knowledgeable, so they tend to give advice to everyone, whether it is requested or not. If forced to limit the amount of help they give, they could lose motivation and find the job less satisfying.	Since their professional image is important to them and they enjoy educating people, they need a work environment that provides opportunities to share knowledge. However, they must learn the limits of offering help or sharing knowledge. Be sure they are aware of their responsibilities and know when to draw the line on sharing expertise. Encourage them to limit the unsolicited advice and focus on teaching those who truly need and desire help.

Variations of Page 1 of the Selection Report

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98

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Competency definitions

Uses Standard Discovery Questions to Qualify Prospects

Uses a formula or series of questions to determine the prospect's fit with the product; expects to sell to the majority of prospects since they are known to need the seller's products; reacts quickly and objectively to the answers to standard questioning by disqualifying the prospect or proceeding through the selling process

14

Score Interpretation

This individual may not be as thorough as necessary in their questioning and may make erroneous assumptions regarding the company's ability to profit from a deal. They may assume that a sale is a sale and not focus enough on the quality of the deal in terms of profit and capacity match. They might allow their time to be consumed by prospects who should be deferred based on the amount of profitable business that would be gained. They might lack the discipline required to move away from less profitable prospects and, consequently, spend too much time selling to those who are not ready to buy or are not a good fit.

Coaching Suggestions

Make sure that they are asking closed-ended questions in a formula sequence. This way, every question will have an answer and, by the time prospects have finished the discovery process, they will have nearly qualified themselves. Remind this individual to ask questions and then stick to the answers. If prospects are ready to buy, and have profit potential, it will be obvious. The constant pressure to sell more might be causing them to take on marginal or potentially troublesome business that should ordinarily be left untouched. Additionally, the common belief that any business is good business adds to the fire. Remind them that the real craft of selling becomes evident when there is a win-win outcome with solid customers who offer a high return. Help them to focus on the real win-win possibilities as early as possible in the selling cycle, or they'll almost certainly find themselves in the common, but unhappy, position of juggling more bad business than they know what to do with.

Score interpretations

Coaching suggestions for competency with scores below 50

Selection Report

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Insights on what motivates and drives each individual

Suggestions to facilitate onboarding and management

Next Suggested Tutorial

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Chally Assessment™

How to use our Selection Tools

Selection Reports, Interview Guides, and Profile Interpretation Manuals

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