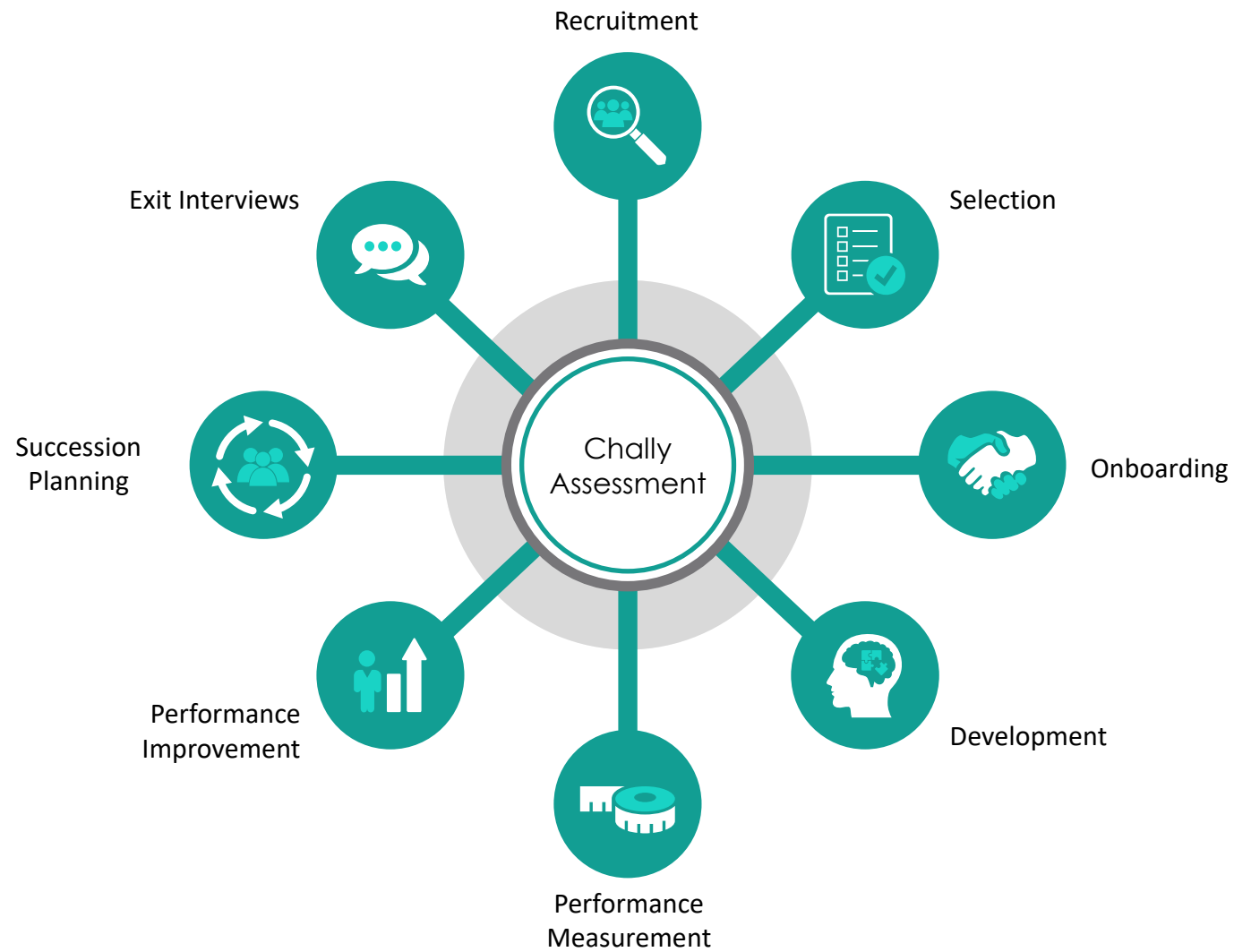


Chally Assessment™

When to Use Each Chally Assessment Report



Profile Specific

Core 3

Reports

+ ORDER REPORTS

Selection

Selection w/o Fit

Coaching and Development

PAR

Best Fit

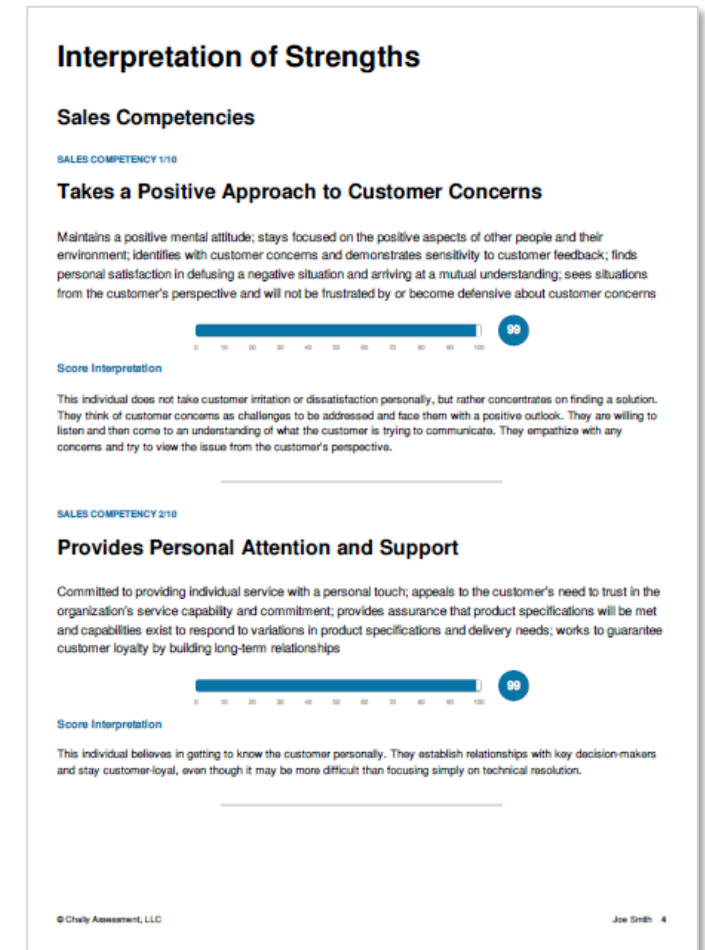
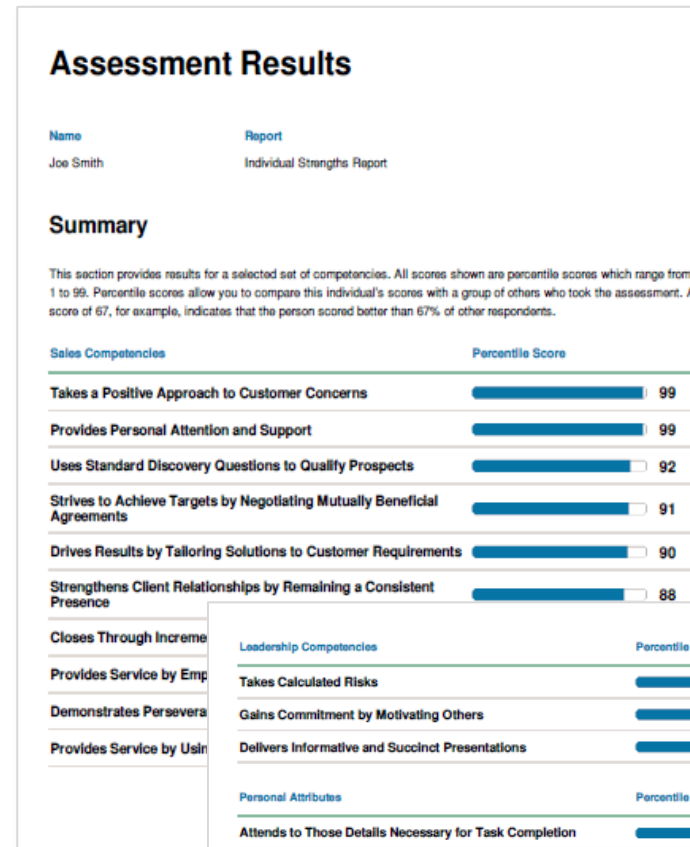
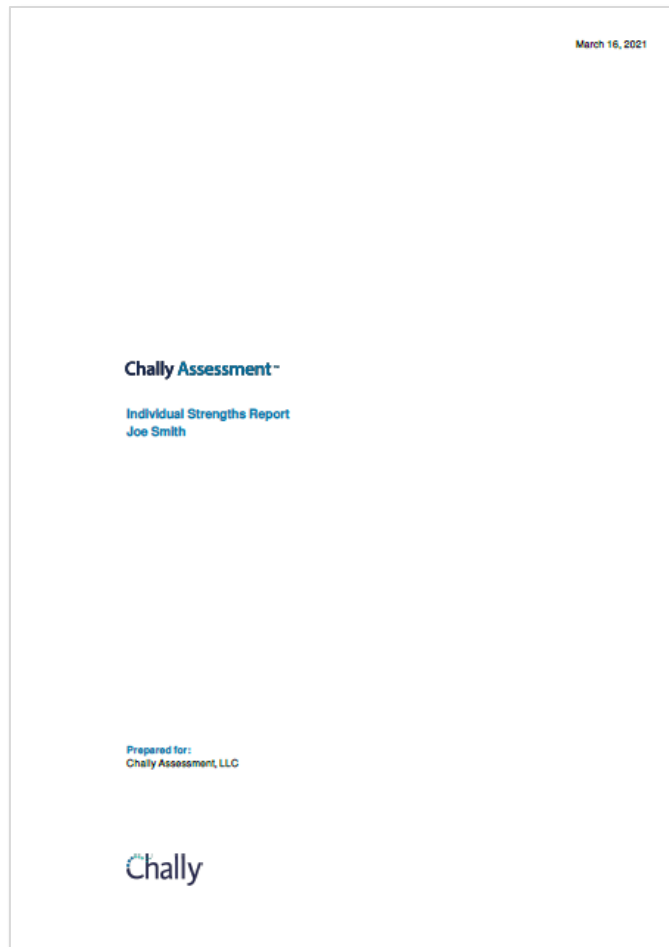
Strengths

The Core 3 Reports

Available for any respondent

Individual Strengths Report

Highest scoring sales, leadership, and personal attribute competencies



PAR Report

Insight into respondent's motivations and habits

October 16, 2020

Chally Assessment™

Personal Assessment Results Report

Joe Sample

Prepared for:

Chally Assessment, LLC

Chally

MAP: TASK MOTIVATIONS

TASK MOTIVATION 1/3

PRODUCE EXCELLENT RESULTS

The drive to reach new levels of achievement in building systems that produce tangible outputs; thrive on challenge to improve results

0102030405060708090100

23

Strong LeftNeutralStrong Right

STRONG LEFT: NEED TO CONTROL RISK

STRONG RIGHT: PROMOTE GROWTH THROUGH INNOVATION

Focus on incremental improvements to output or profitability	Like unique, new and different solutions, especially if seen as a breakthrough
Prefer to anticipate and remove obstacles before starting	Justify a growth-oriented approach in terms of future potential
Resourceful within the confines of existing methods or procedures	Embrace in business fu
Uncomfortable risking what is 'good enough' to pursue a new idea that could fail	Adopt the r to be gained
Minimize and control risk in order to optimize efficiency	Welcome th different app
Refine and maintain established systems at an effective level	Eager to fie and error, n getting mon technology
Strive for stability and focused on results	

MAP: INFLUENCE MOTIVATIONS

INFLUENCE MOTIVATION 1/4

INFLUENCE OTHERS

The drive for influence and the power to accomplish greater outcomes than one could do personally

0102030405060708090100

55

Strong LeftNeutralStrong Right

STRONG LEFT: NEED TO ASSERT OWN DECISIONS

STRONG RIGHT: CONSENSUS BUILDING APPROACH TO INFLUENCING OTHERS

Have a directive style when influencing a group, which works best when others are less experienced or expert	Believe you can have the greatest impact on your surroundings by embracing a democratic approach that encourages cooperation and collaboration
Prefer to control decisions and will not compromise authority just to support what is most popular or comfortable	Draw ideas and suggestions from all sides to be sure of buy-in to the final approach
Stand by your decision or solution rather than give in for the sake of group consensus	Willing to concede your preferred method or solution, if needed, to arrive at a consensus that works best for the group
Willing to work around dissenters	Have a participative style when influencing a group, which works best when all are competent
Usually seen as pragmatic and practical and will exercise authority to achieve an efficient or effective outcome	Work to maximize team effectiveness

BEHAVIORS/CHARACTERISTICS 8/12

COMPETITIVENESS

The habit of trying to win, specifically in competition against others

0102030405060708090100

47

LeftSituationalRight

LEFT: SUPPORTIVE AND COOPERATIVE

RIGHT: COMPETITIVENESS

Prefer a cooperative effort with others to a ment that creates rivals or	Enjoy the challenge of competition and comfortable with situations that produce a winner and a loser
phy of 'all for one and one for all' in mmon objectives	Seek and gather the resources needed to position yourself to win
at promote winners and losers, and ings of disappointment and failure	Unwilling to give up or accept failure if not immediately rewarded with success
ise and 'give and take' efforts in partial level of success rather than cause compromise was	Refrain from turning competition into a personal attack

Best-Fit Sales Report

Fit for 12 Benchmark Sales Profiles + Sales Management

October 16, 2020

Chally Assessment

Best Fit Report - Sales Roles
Jane Sample

Prepared For:
Chally Assessment, LLC

Chally

Summary of Profile Fit Scores

Different sales roles require markedly different natural strengths and talent. The table below shows 13 common types of sales roles (Signature Profiles) and the degree to which this individual's assessment results indicate "fit" for each type of role. The highest possible Profile Fit Score is 80.

Signature Profiles	Profile Fit Score
Transactional Product Sales Benchmark	66
Indirect Sales Benchmark	65
Account Management Benchmark	59
Specialized Technical Sales Benchmark	48
Specialized Solution Sales Benchmark	44
New Product Field Sales Benchmark	43
Relationship Product Sales Benchmark	42
Inbound Inside Sales Benchmark	41
Relationship Solution Sales Benchmark	39
Sales Management Benchmark	36
New Business Development Benchmark	19
Consultative Solution Sales Benchmark	11
Outbound Inside Sales Benchmark	10

Best Fit: Transactional Product Sales Benchmark

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Jane Sample 2

In-Depth Results for Best Fit Profile: Transactional Product Sales Benchmark

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.

COMPETENCY 1/5

Achieves Results by Tailoring Message to Resonate with Buyer Motivations

Produces above-average results selling relatively new products or discretionary purchases which have several alternatives vying for the same budget dollars by working to understand customer buying motivations and matching the sales proposition to them; has the ability to identify hot buttons to appeal to a specific buyer without appearing insincere or heavy-handed



Score Interpretation

This individual can typically understand prospective customers and properly position offerings so that they have the greatest appeal. They ask the questions needed to discover customers' individual motivations. They can modify the offering as necessary to satisfy a customer's unique requirements. They work quickly to make a sale, yet interact with the customer to ensure that they are on the right track to finding what customers see as most appealing.

COMPETENCY 2/5

Qualifies Prospects by Assessing Interest Level

Capitalizes on the moment in a closing market; recognizes that there is limited opportunity to probe an indifferent or ambiguous response; spends time with those prospects who clearly want or need the products; immediately targets a prospect's hot buttons; discontinues pursuit of a purchase decision if interest is cooling; swiftly assesses a readiness to buy and quickly eliminates questionable prospects



Score Interpretation

This individual recognizes that there is a very narrow window of opportunity to capitalize on a prospect's enthusiasm, so they'll move quickly to determine the readiness to buy. They can easily give attention to those prospects showing the most immediate interest, while severing ties with those who are undecided.

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Jane Sample 3

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 those 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

This individual prefers to cooperate and compromise with others, rather than try to impose their own ideals. They are comfortable with the fact that some individuals may not have shared beliefs or ethics and will become frustrated or irritated with a work environment that emphasizes conformity over tolerance.

Manager's Tips

Help them understand that acting on, and then standing by, their opinions is not necessarily a sign of being intolerant or rigid, but sometimes a required practice for getting the job done properly. Although compromise can sometimes yield a new and more efficient solution, more often than not the end result is minimized or different from the expedited goal. Explain that compromise can work in other situations, but when it comes to goal achievement, their expert opinion should remain the yardstick by which to measure other approaches.

This person appears somewhat less assertive than average personnel. Because of this passivity, they might not be able to take control of situations that require a more proactive approach. Further, this preference for staying silent could cause tension to build to the point where they might overreact to a specific instance of the same issue in the future.

Be alert to their needs, difficulties, and frustrations, as they may not bring them to your attention. It is also important that you ask for their opinions if they are in a competitive environment, as they may be reluctant to state them. Ask them to provide regular and honest feedback to issues and situations, be it in the form of a written report or a private, one-on-one meeting. Getting them accustomed to stating their point of view will avoid frustration building to the point of overreaction. Negotiation training or assertive communication courses may also be useful in getting them accustomed to expressing their opinions in a constructive, yet non-aggressive manner.

This person's natural inclination is to prefer one-on-one contact rather than dealing with large groups. They will hold back in social situations until others demonstrate interest in speaking with them. As a result, they will do much better in a position which affords the opportunity to stand back and observe interactions, than one where they need to take the lead.

It is nearly impossible to force someone who is not outgoing to change. There are methods, though, to increase a comfort level in situations that require more extroverted behavior. They would benefit from frequent exposure to friendly groups where they can gain more experience with interpersonal contact and to get familiar with the way groups interact. Focus them on specifically working to meet and learn more about the groups with whom it is important to interact. To appeal to their need to rehearse, provide them with a list of sure-fire conversation starters. Also, learning which types of interaction work in a group setting and which ones don't could help them become more comfortable at times when they need to take the lead in interactions.

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Jane Sample 6

Recap of Core 3 Chally Assessment Reports

Individual Strengths Report

- About the respondent's natural aptitude for specific competencies.
- Introduces the respondent's top scores in three categories: Sales, Leadership, and Personal Attributes.
- Useful for increasing self-awareness.
- Often used in teambuilding.

PAR Report

- Provides insight into respondent's motivations and habits.
- Most similar to other types of style reports (DISC, MBTI, etc.).
- Used by managers and employees to understand and unleash activities that are motivating.
- Useful for increasing employee engagement.
- Often used in teambuilding and team effectiveness workshops.

Best-Fit Sales Report

- Indicates natural aptitude for 12 common sales roles and 1 sales management role
- Any score above 50 indicates candidate may be a good or possible fit for that type of role.
- First page rank orders fit for benchmark profiles from highest (best fit) to lowest.
- Inside pages provide detailed descriptions of results for the competencies in the best fit profile.
- Most often used as part of the selection process.

Profile Specific Reports

Available after a profile is activated

Profile Specific Reports

- Selection
 - Selection without Fit
 - Coaching & Development
- These reports are always about a specific position or profile.
 - Results indicate natural aptitude for the competencies that are most critical for success in a specific role.
 - Coaching tips are provided for low scoring competencies.
 - Last section describes key motivational characteristics and tips for engagement.

Selection Report

October 26, 2020

Chally Assessment™

Selection Report

Jane Smith

Prepared for:

Chally Assessment, LLC

Chally

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.

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

0

10

20

30

40

50

60

70

80

90

100

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

0

10

20

30

40

50

60

70

80

90

100

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.

Key Motivational Characteristics

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.

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 downsides. As a result, they could dismiss constructive criticism.

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.

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.

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.

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.

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.

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.

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Selection without Fit Report

October 26, 2020

Assessment Results

Name
Jane Smith

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 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.

Chally Assessment™

Selection w/o Fit Report
Jane Smith

Prepared for:
Chally Assessment, LLC

Chally

© Chally Assessment, LLC

Jane Smith 2

In-depth results for New Business Development Benchmark

COMPETENCY 1/5

Networks Effectively

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



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 2/5

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 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.

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Jane Smith 3

Key Motivational Characteristics

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Motivational Characteristics

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.

Manager's Tips

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 downsides. As a result, they could dismiss constructive criticism.

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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.

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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.

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Jane Smith 7

Coaching & Development Report

October 26, 2020

Assessment Results

Name	Profile/Index
Jane Smith	New Business Development Benchmark

Summary

The table below indicates this individual's natural aptitude for the competencies that are critical for success in this type of role. Here are some guidelines for how to interpret results:

- **Clear Strength:** This individual possesses the highest potential to successfully demonstrate the competency. Associated behaviors will be natural, and the individual should excel in this area.
- **Emerging Strength:** This individual possesses the potential to successfully demonstrate the competency. It is likely that they can achieve (or have achieved) excellence in this area with deliberate learning and practice.
- **Area for Development:** This individual may have the potential to successfully demonstrate the competency. However, in order to develop, they will likely need focused training and must be willing to accept coaching.
- **Not Natural Strength:** This individual does not possess the natural tendency to demonstrate the competency. This does not mean the person cannot perform or is not performing. More likely, ongoing support and coaching will be required along with "work arounds" in order to maximize effectiveness.

Critical Competencies

Networks Effectively	Emerging Strength
Analyzes and Resolves Customer Problems	Clear Strength
Uses Standard Discovery Questions to Qualify Prospects	Not a Natural Strength
Commits Extra Effort to Ensure Success	Emerging Strength
Closes Through Incremental Steps	Clear Strength
Seizes New Opportunities	Emerging Strength

Validity Score

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

Chally Assessment™

Coaching and Development Report
Jane Smith

Prepared for:
Chally Assessment, LLC



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Jane Smith 2

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

Not a Natural Strength	Area for Development	Emerging Strength	Clear Strength
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Score Interpretation

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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

Not a Natural Strength	Area for Development	Emerging Strength	Clear Strength
------------------------	----------------------	-------------------	----------------

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Jane Smith 3

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Jane Smith 7

Questions? Contact Us!

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