

# ULTIMATE GUIDE TO Sales Aptitude Tests



40% of all salespeople don't understand customer pain

40%

The average cost to onboard a new employee: **\$240,000**

Wrong hires account for nearly 80% of all turnover rates in business

80%

Turnover rates in sales: **27%** - nearly 2x as high as overall job force

27%

75% of salespeople miss their quotas

75%

An average of **\$15 billion/year** is spent on training salespeople (in US)



## What Is a Sales Aptitude Test?

“ Tool to help you objectively identify and hire salespeople with the greatest potential for long-term sales success ”



## Why Use a Sales Aptitude Test?

### SAVES YOU TIME & MONEY

- Helps you hire faster & more efficiently
- Avoid costs of hiring wrong person (~\$340,000)
- Reduces turnover

### HELPS INCREASE SALES

- Sales team is now full of high-potential salespeople
- More time to mentor & train high-Drive salespeople
- Sales team success/failure can be contagious

### INCREASES YOUR POWER AS AN INTERVIEWER

- Given specific behavioral interview questions to ask each candidate based on results
- These questions dig deeper allowing you to reveal the candidate's true intentions

## How Do I Choose a Sales Aptitude Test?

### LOOK FOR A SALES APTITUDE TEST THAT:

- Assesses
  - Non-teachable traits
  - Important teachable sales skills like:
- Produces additional value beyond the results like:
  - Consultations
  - Interview questions based on assessment results
  - Guidelines for effectively managing your sales team post-hire
- Designed only for sales roles and scientifically validated based on performance metrics



## What Makes The DriveTest® Different From Other Sales Tests?

- ONLY SALES APTITUDE TEST ALLOWS YOU TO SPECIFICALLY DETERMINE WHETHER YOUR SALES CANDIDATES HAVE DRIVE**
  - Drive - the core trait shared by high-performing salespeople & essential for long-term success
  - DRIVE CONSISTS OF 3 NON-TEACHABLE TRAITS:
    - Need for Achievement**: Wants to do well for the sake of doing well
    - Competitiveness**: Loves to compete with colleagues and prospects
    - Optimism**: Doesn't take rejection personally and knows that each "no" gets him closer to a "yes"
- SCIENTIFICALLY-BACKED: LEVERAGES 80+ YEARS OF RESEARCH IN PERSONALITY TRAITS OF HIGH-PERFORMING SALESPEOPLE**
- USES FORCED-CHOICE QUESTIONS**
  - No clear indication of right/wrong answer
  - Salespeople must choose best fit for them
- TIME EFFICIENT**
  - Just 42 questions
  - Approximately 20 minutes to complete
  - Get results immediately
- USED WORLDWIDE BY COMPANIES IN VIRTUALLY EVERY SECTOR**
- THE SALESDRIVE DIFFERENCE**
  - Detailed reports
    - FOR NEW CANDIDATES - DISCOVER WHETHER THEY'RE A NATURAL BORN SELLER
    - FOR CURRENT SALESPEOPLE - GATHER TRAINING AND MENTORING SUGGESTIONS TO GET THE MOST OUT OF EACH SALESPERSON
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**The Poppleton Allen Sales Aptitude Test (PASAT)** Stephen E. Poppleton,E. Allen,D. Garland,1984

**How to Pass Aptitude Test ; Questions and Answers** Technical Extension Service, Inc., New York,1962

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