



# WHAT ARE THE KEY COMPETENCIES OF HIGH PERFORMANCE SALES PROFESSIONALS?



**PEOPLE PROFIT**  
The People side of Profit



Persuasiveness

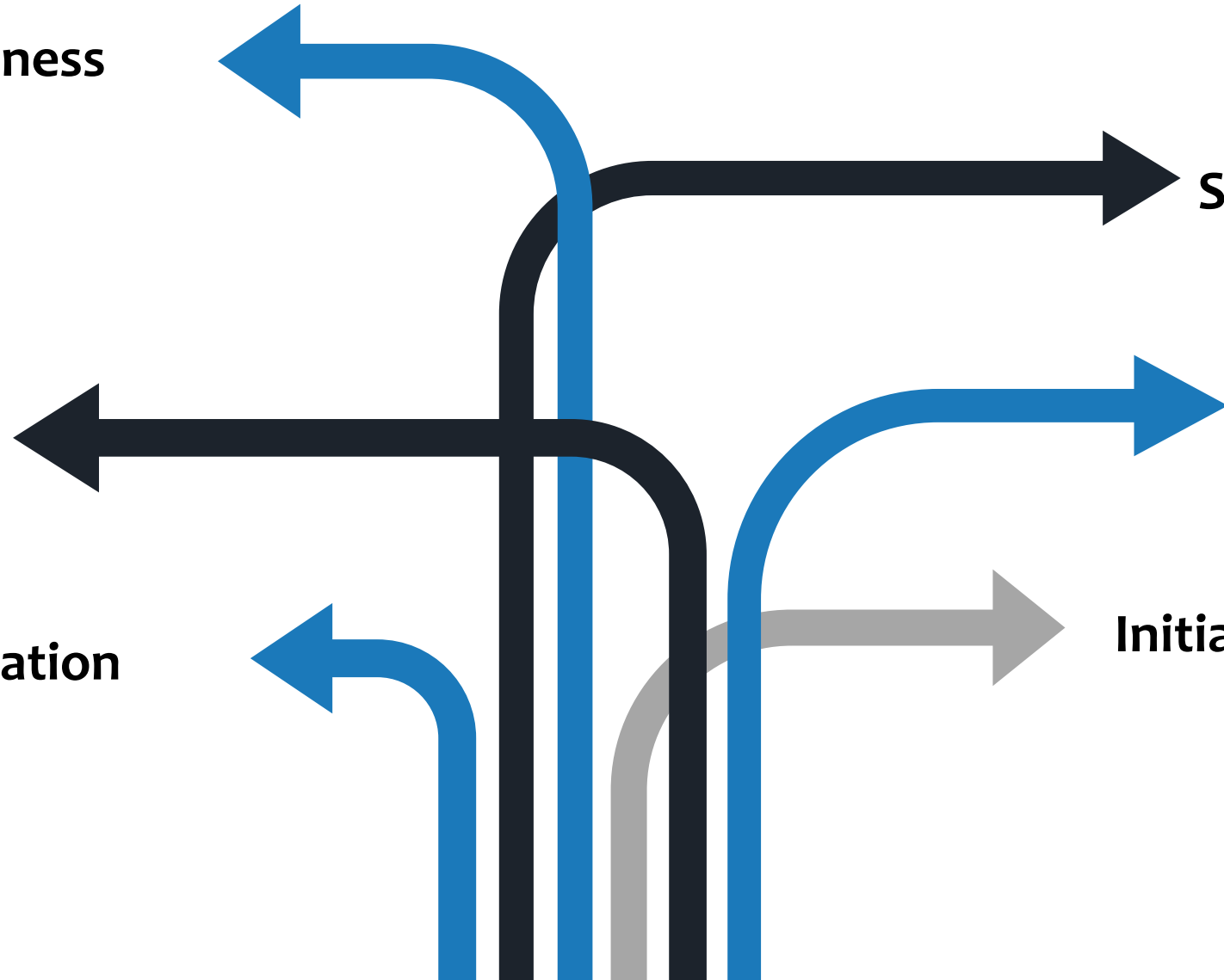
Self-Confidence

Energy

Ego Strength

Achievement Motivation

Initiative



**100+** Studies Shows

Sales executives with High Development  
of these competencies



**SELL 26% MORE**

than the executives with low development of these



Then...

## HOW TO IDENTIFY

these High Performance Sales people

The Sales Competence Coefficient (CCV)  
Measures the level of development of these 6  
competencies in candidates and employees, allowing:

## Improve The Recruitment Process



Speed



Simplicity



Accuracy

## Align HR with Company Business

For every **\$1** invested the company earns **\$50**

# CCV Background

Selection and evaluation test that predicts successful performance in sales positions

+100 predictive validity studies

It takes 20 minutes (92 questions)

+1 million applications

Works online

Available in 12 languages

Immediate report of easy interpretation

# CCV Report Easy To Interpret

## CCV Report



Name: JOHN DOE  
Position: SALES  
Phone Number: 99887766

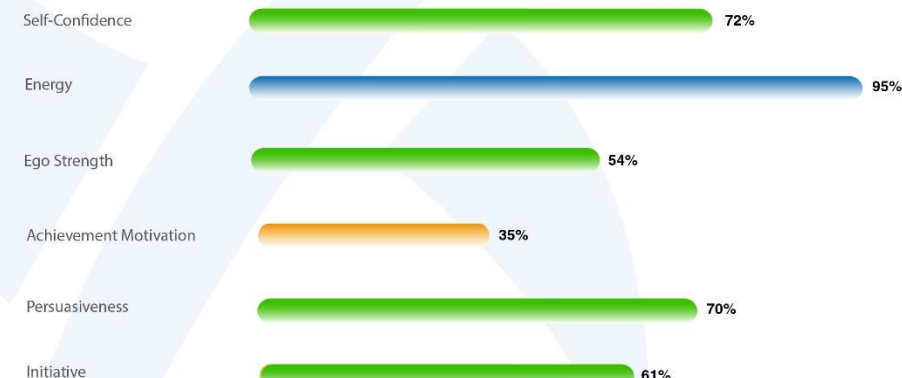
ID: 11111111K  
Area: BOSTON  
Date: 14-05-2014 17:22:34

The CCV Global Index shows that the score is better than 67% of the evaluated sales population. This is a good score.

Global Index (CCV)  67%

The applicant's evaluated competencies scores are equal to, or just above, those of the expected profile for a successful seller. For this reason, the global CCV score predicts a positive performance in a sales position.

The scores for each of the 6 competencies are presented in percentiles.



### The report also contains:

- Interpretation of the report
- Significant Behavioral Indicators
- Follow-up Questions
- Guidelines for development

Validity SD  40%

Validity A  95%

 Not Recommended
  Regular
  Adequate
  Excellent

This report should be considered supplementary information from the overall analysis of the evaluation. Any decision must take into account the overall assessment considering other relevant sources of information, which is not recommended to restrict the evaluation to the report provided.

# What does each Competence measure?



## Achievement Motivation

Concern for high performance standards as well as work on challenging tasks



## Self-confidence

Confidence and security in one's own abilities and skills to achieve the objectives



## Persuasiveness

Need to express verbally with the intention of influencing the behavior and decision of others



## Initiative

Acting proactively, getting ahead of the facts and taking risks to achieve the goals



## Energy

Ability to perform productive behaviors for long periods of time

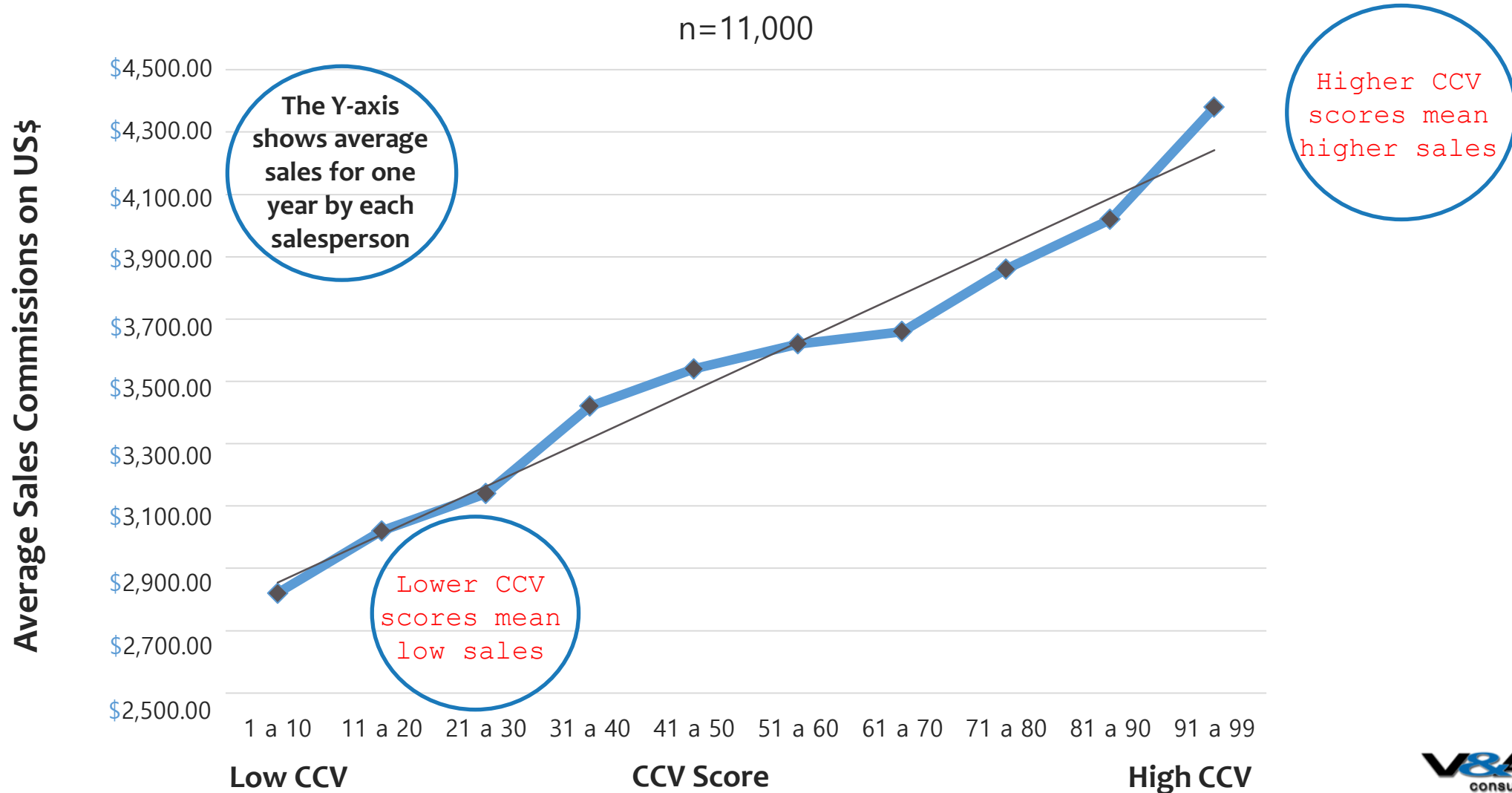


## Ego Strength

Ability to maintain a positive attitude towards challenges despite difficulties or rejection



# CCV Scores and Commissions



# TTMS-PeopleProfit



TTMS-PeopleProfit provides services and solutions in the 'Human Resource' and 'Human Performance Improvement' space.

TTMS-PeopleProfit has brought the CCV Assessment System to India in partnership with Vya Group Inc. The tool has been translated into Indian languages and adapted for use in India by TTMS-PeopleProfit.



**CCV system is used in 12 languages and has validation researches in Europe, Asia, America and Africa.**

# Some of Our Clients



Request a demo to see the power of the tool

Contact Us

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