



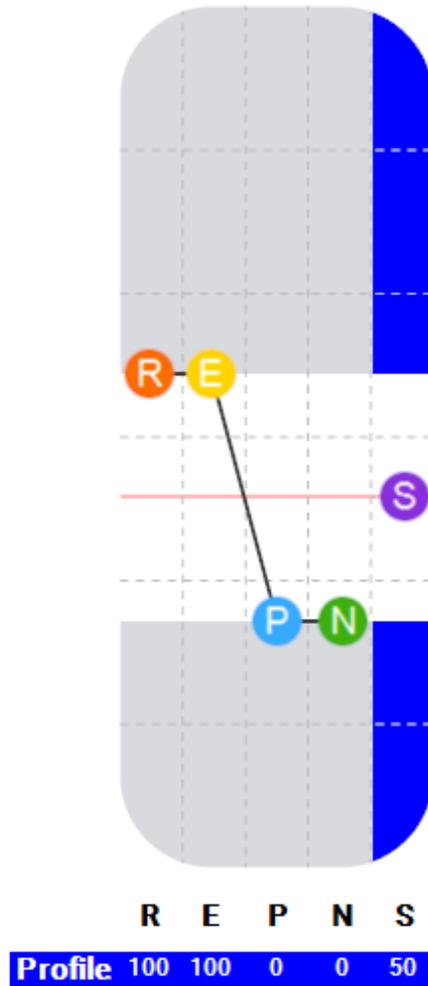
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# **Job Descriptors**

Sales for Demo (Customized)

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

## Job Chart



## Descriptive Words

The individual filling this job should preferably be someone:

- ▶ **Influential**
- ▶ **Persuasive**
- ▶ **Pragmatic**
- ▶ **Dynamic**
- ▶ **Friendly**
- ▶ **Agile**
- ▶ **Decisive**
- ▶ **Independent**
- ▶ **Versatile**
- ▶ **Persistent**
- ▶ **Confident**
- ▶ **Appropriate**
- ▶ **Enterprising**
- ▶

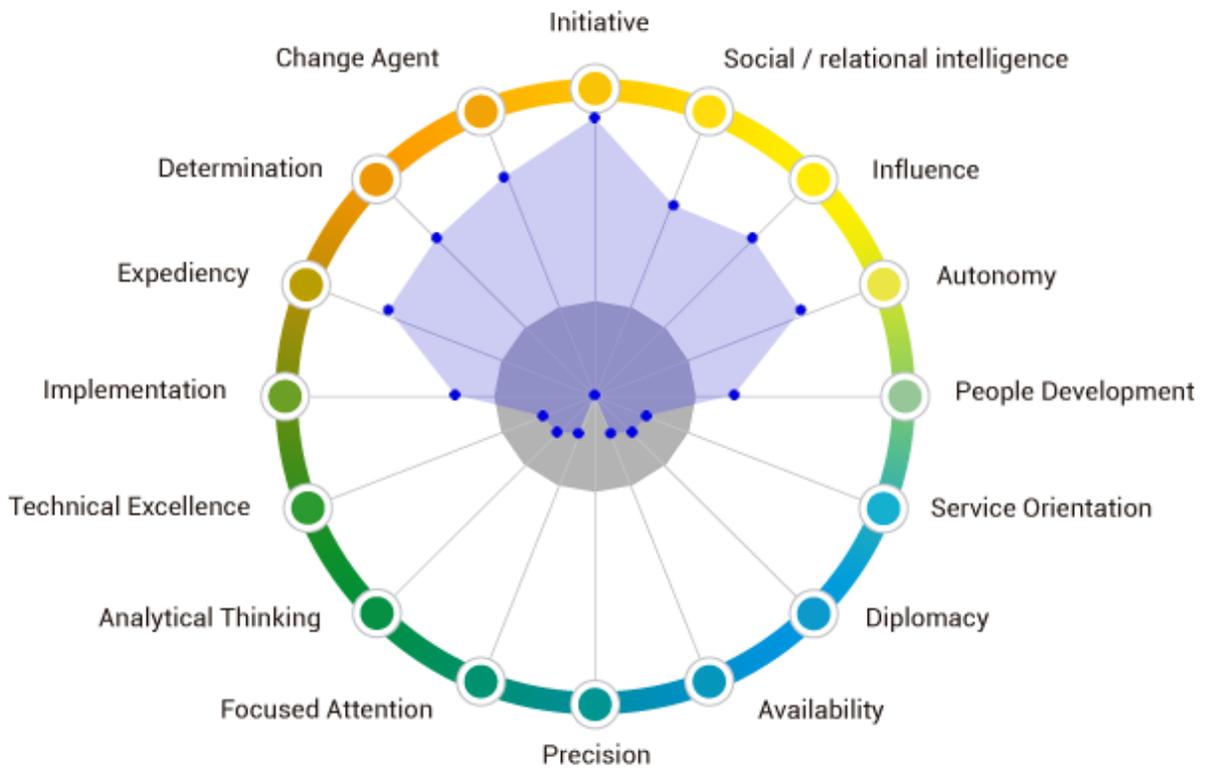
## Behavior Descriptors

These are some of the descriptors that are unique to the behavioral style required by the job

- Is an inclusive leader with an extroverted interest in people.
- Has the ability to gain the respect and trust of different kinds of people.
- Enjoys responsibility, authority and the social initiative required by a leadership position.
- Applies pressure in a charismatic way to achieve an objective and to gain acceptance of their point of view.
- Applies interpersonal skills, self-confidence and charisma to influence and persuade.
- Can be stubborn and want to get their way in their desire to achieve results.
- May be perceived by others as temperamental.
- Is a good coordinator who is prepared to delegate.
- May tend to act impulsively on occasion; to be overly enthusiastic and over sell.
- Is an excellent motivator, knows how to communicate and can persuade.
- Prefers the requirements of practical and realistic jobs.
- Is very independent and wants the freedom to set and achieve goals.
- Has no difficulty accepting risks and has a strong sense of urgency.



## Behavioral Radar Chart



- **Initiative**  
Natural tendency to anticipate and propose novel actions. It is the permanent attitude of acting when the occasion arises, without waiting for orders or instructions, seeking and creating opportunities, solving situations and problems. It is the tendency to anticipate and act by activating ties and relationships, earning the respect and trust of various types of people whom are impacted and influenced to achieve results.
- **Social / relational intelligence**  
Natural tendency to communicate and interact efficiently with others managing social diversity, making these relationships a channel for the achievement and strategic alignment of the organization's objectives. A natural inclination is shown to generate, establish, maintain and enhance value relationships through an adequate flow of communication between the members of the group or the organization, using the different codes and channels that are required in each case.
- **Influence**  
Natural tendency to influence and impact others by creating commitment and building consensus. Describes an optimistic outlook that is results-oriented working with and through people, appearing sociable, friendly and influential.
- **Autonomy**  
Natural tendency to focus on results safely, independently and with self-confidence, identifying opportunities in different situations. A disposition is shown to take advantage of available resources (time, people, financial resources), provide solutions and undertake challenges assuming at all times the responsibility and consequences of one's actions.
- **People Development**  
Natural tendency to help others, support people and work teams in their development and improvement on a daily basis. It is the proneness to put the focus on people, driving collaboration, motivating and challenging for continuous learning and development. An ability is shown to promote a harmonious environment, of mutual understanding, cordial and complementary, promoting inclusive solutions and cultivating shared responsibility.
- **Service Orientation**  
Natural tendency to identify, understand and manage the needs of all stakeholders: teams, clients, suppliers, etc. with the desire to offer solutions with excellence in treatment and generating positive experiences. It describes a tendency to solve different situations, guaranteeing the solution with a helpful, patient, calm and balanced style, even in situations of pressure.
- **Diplomacy**  
Natural tendency to be kind and gentle, as well as perceive, share or infer in the feelings, thoughts and emotions of others, understanding the different points of view. It is the tendency to have a diplomatic approach to others, orienting to results in a patient, friendly and cordial way, avoiding confrontation.
- **Availability**  
Natural tendency to spend time with others, to show openness and disposition to the other, with a high capacity for listening and achieving a satisfactory degree of empathy with other people. It describes someone with a patient and considerate style, demonstrating to be a generous and compassionate person, consistently focusing on results and taking time.
- **Precision**  
Natural tendency to an analytical, cautious, systematic and detailed approach to problems and decisions, with a precise and careful method. This person shows comfort and efficiency in well-defined and structured situations and environments.
- **Focused Attention**  
Natural tendency towards focused attention, regardless of the context, in order to obtain and manage relevant information efficiently. It is the preference to follow procedures in a precise and orderly manner, concentrating on details and making an effort to avoid mistakes in one's approach to the result.
- **Analytical Thinking**  
Natural tendency to advance in problem solving by applying a differential diagnosis, evaluating its possible causes and looking for different behaviors among the causes, decomposing the complex problem into simpler parts, testing and discarding hypotheses. It measures if someone is trustworthy in their approach, disciplined, precise and if they are oriented to the results analyzing, collecting information and the facts to advance in a logical, systematic and orderly way.
- **Technical Excellence**  
Natural tendency to focus on results consistently and safely, analyzing available information, following procedures and seeking harmony and excellence, in order to achieve solutions aligned with the organizational development. It is the tendency to manifest a critical and demanding approach to different situations, being interested in compliance with methods and procedures that ensure quality and avoid error.
- **Implementation**  
Natural tendency to bring preliminary thinking to fruition and to execute or implement a plan, method, idea, model, or policy to do something or solve a problem. It implies a prior strategy, a method and its execution, displaying dynamism and under a context of rules and procedures. It involves an approach to problems in a meticulous and curious way, studying, analyzing and making decisions based on logic.
- **Expediency**  
Natural tendency to respond with a sense of urgency and to make things happen. It is the tendency to be fast and flexible, responding positively to diversity and change, even when times are pressing.
- **Determination**  
Natural tendency to look forward, with a proactive and decisive style to achieve one's goals. It implies confidence and courage when making decisions. It manifests a tendency to take risks to achieve goals and an orientation towards results in a determined and firm way, confronting if necessary, taking responsibility and taking on challenges.
- **Change Agent**  
Natural tendency to be the engine of change, propose transformations, generate a context where new ideas and alternatives are debated and valued and the status quo is questioned. Ability to react flexibly to barriers and difficulties. It is the tendency to pay attention to the environment, the social and organizational context in order to propose changes and improvements that have a positive impact.

## Motivators

These are the essential aspects that will motivate the individual filling this job

- Situations and commitments that imply a challenge.
- Interacting and relating with new and different people.
- Handling time, free from ties and commitments.

## Leadership Style

This is the unique leadership style for the individual filling this job

- Displays initiative and an enthusiastic, positive and persuasive style.
- Takes immediate control of situations and does what it takes to attain objectives and solve problems.
- Prefers to lead activities that involve practical work requirements and have strict deadlines to meet realistic goals.
- Makes decisions in a spontaneous and confident way, based on the available information.
- Will demonstrate skills and self-confidence when persuading and convincing individuals of different hierarchy levels.
- Is a good team leader; with a confident and "in charge" attitude to lead the group to the completion of goals.
- Encourages direct reports by delegating work and authority.
- Effectively controls progress towards objectives.
- Is direct, gets to the point and is expressive.
- Exercises a lot of pressure to get projects completed.
- Has high expectations for their colleagues.



## IDEAL ENVIRONMENT

Characteristics to be considered so that he will display his full capacity

- Allow a high degree of freedom to act.
- Encourage the interaction with people where discussions are of a practical and significant nature.
- Recognize the need to assume responsibility, authority and the social initiative required by a leadership position.
- Provide space for the open expression of ideas and feelings.
- Recognize the need to be involved in a wide range of activities that require effective organizational and planning skills to achieve goals.
- Offer clear and challenging tasks and assignments.
- Offer the opportunity to express natural leadership skills, especially among key people, in order to influence, persuade and convince others in a direct and firm way.
- Recognize efforts and achievements.

