



# IATS REPORT

Test TSP

05/05/2016

Completion time: 7 minutes



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## RECRUITMENT POTENTIAL



DRIVE FOR PERFORMANCE	7	
POSITIVITY AND RESILIENCE	10	
SOLUTION INNOVATION	6	
SALES PROCESS MANAGEMENT	4	
CUSTOMER CARE	9	
COMMUNICATING AND PERSUADING	6	

DRIVE FOR PERFORMANCE

1

2

3

4

5

6

7

8

9

10

## DESCRIPTION OF COMPETENCY

## PERFORMANCE IMPLICATIONS

The respondent's profile indicates that he...

## INTERVIEW QUESTIONS

POSITIVITY AND RESILIENCE

1

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SOLUTION INNOVATION

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The respondent's profile indicates that he...

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CUSTOMER CARE



## DESCRIPTION OF COMPETENCY

## PERFORMANCE IMPLICATIONS

The respondent's profile indicates that he...

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COMMUNICATING AND PERSUADING



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## INTERVIEW QUESTIONS

## HOW TO USE THIS REPORT

This report presents a summary of interpretations of the respondent's answers to the Insurance Agent Talent Screen (IATS).

Personality assessment can help you understand people's natural preferences and patterns of behaviour, enabling you to learn about their potential work performance strengths and to anticipate and plan around weaknesses and development needs. This report is designed to assist you in your recruitment decision-making. It should be used alongside other assessments to inform your final decision and should not be the sole evidence for recruiting or not recruiting.

The IATS assessment covers 6 key competencies needed for effective performance in insurance sales. Although no questionnaire can offer total certainty about performance potential, IATS has been evaluated and researched extensively in providing an accurate summary. The interpretations in this report reflect the respondent's answers to the items on the questionnaire.

To interpret the respondent's profile, we have compared them to a sample of people from the working population. Each dimension is scored on a 1-10 scale. Solid black circles marked on each of the scales show the respondent's scores.

Higher scores on the competency dimensions indicate higher potential in that area of leadership performance.

For each of the competencies, you will find the following in this report:

- Description of the Competency: A general description of the competency to describe the performance behaviours it captures
- Performance Implications: Work behaviour implications of the respondent's score
- Exploration Questions: Suggested competency questions that can help you assess the respondent in more depth at interview
- Development Plan: At the end of the report, where appropriate, recommended ways in which respondents can undertake development to improve, to assist with on-boarding and induction

Please note that information in this report is confidential and should only be seen by you and the respondent. You are responsible for managing the respondent's data in line with your local Data Protection policies and legislation. We hope that the information in this report contributes effectively to your selection process. If you do have any questions about the report feel free to contact our team by visiting our website: [www.traitonline.co.uk](http://www.traitonline.co.uk).