

# The Omnia 720 Composite ®

## Performance Issues

### Summary

Compatibility Rating:  
**Strong**

Subject's Profile



Profile Ranges for Control Group



Potential Performance Related Stress Present In This Profile

TSJ-7D

Subject's Name  
Robert McNamara

Profile Number  
Sales

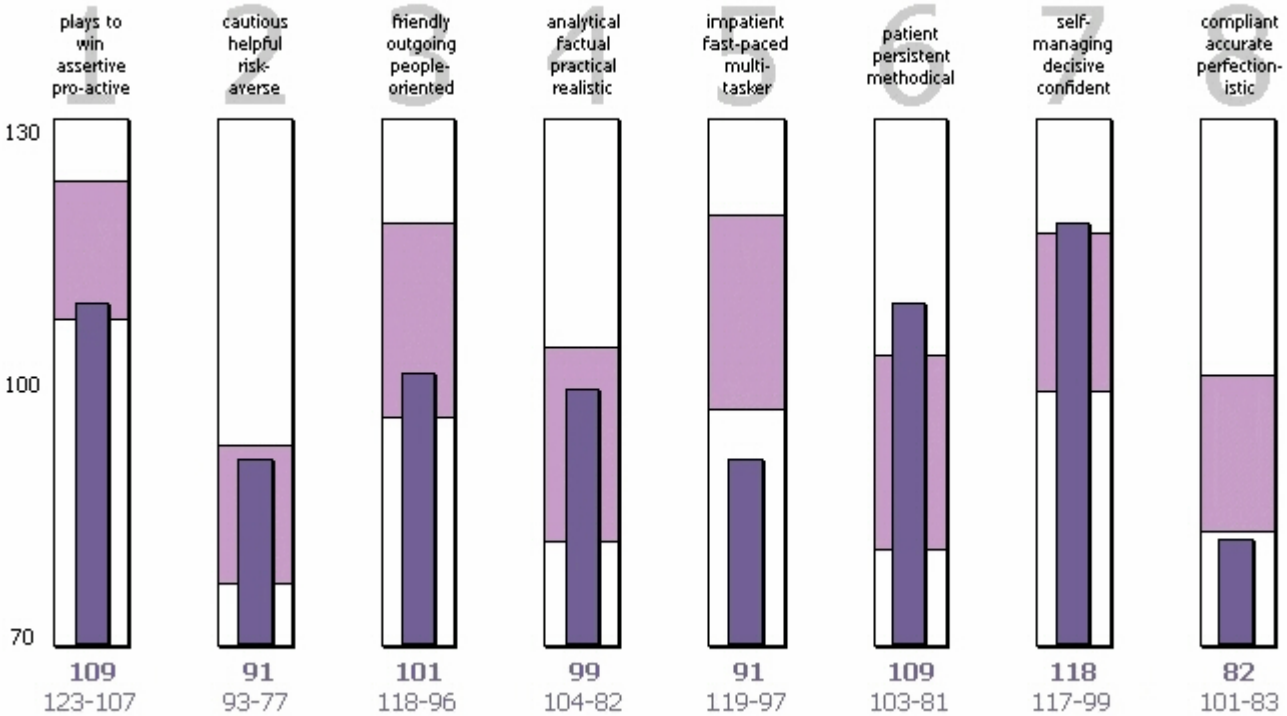
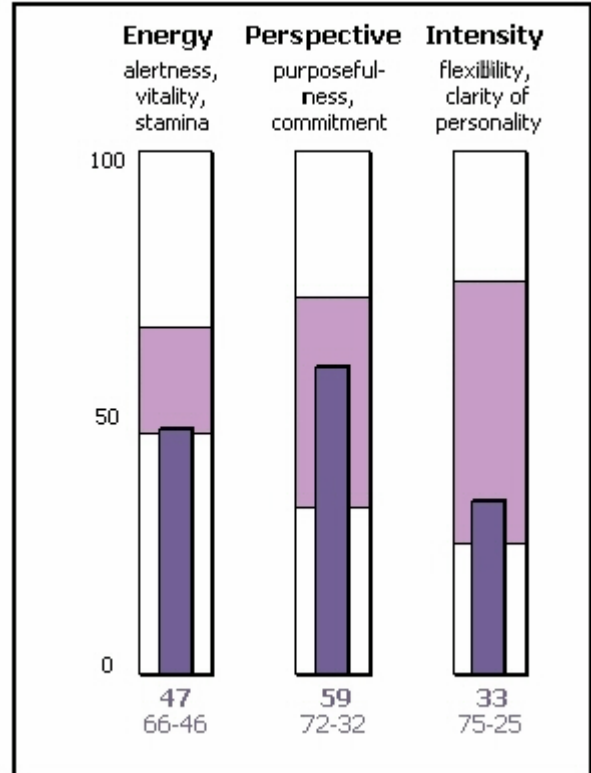
Date Submitted  
10/3/2002

Client Number  
11-00-DEMO

Control Group Name  
Auto Sales

Control Group Number  
3200

Dept/Div



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**Omnia Group Inc.**  
Omnia Candidate Supplemental Report  
November 11, 2002

Subject Name: Robert McNamara  
Date of Profile: 10/3/2002

Control Group Name: Auto Sales  
Profile Number: Sales

Key Internal Drivers for this Candidate (based on the highest of the 8 columns)

**Column 1 :**

A primarily proactive and assertive individual. For the most part likely to prefer individual goals rather than team goals, but not necessarily unable to function comfortably on a team. Self-starter who can accept reasonable risk, adversity, and confrontation when pursuing objectives. Inclined to look for periodic new challenges or opportunities to prove him/herself, though expectations should not be unrealistic. Advancement-oriented.

**Col.3 = Col.4 :**

Relatively sociable individual who is as comfortable working with people as with facts, figures, paper, machinery, or tools. Should be able to focus on solitary tasks for the majority of his/her work day as long as he/she does not feel completely isolated or ignored. Should also be able to handle work that involves a lot of people contact. Strikes a balance between using facts and emotion when trying to persuade. Generally is equally instinctive and analytical in his/her evaluations and responses to situations.

**Column 6 :**

Relatively patient, persistent, and systematic. Prefers doing one thing at a time, but can multi-task if he/she is reasonably familiar with the given responsibilities. Pace tends to be methodical or moderate; can comfortably work under a deadline that is clearly stated in advance. Follow-through is likely to be good. Should be able to handle a reasonable amount of tedious, routine, or repetitive work.

**Column 7 :**

Very independent decision-maker who likes doing things his/her way. Not necessarily a rules-bender, but does not want to feel controlled. Has a strong preference for general guidelines as opposed to strict, explicit rules. May be good at envisioning new ways for reaching goals. Need for regular management guidance is likely to be low unless he/she has a significant lack of knowledge about a particular situation. Deals relatively well with criticism. Much more concerned about results than processes; not naturally attentive to details or organized. May have to make an extra effort to maintain quality and motivation when handling tasks such as paper/processing work. Prefers an informal/unstructured work environment.

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Comparison to Control Group

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**Col. 5 score is below and Col. 6 score is above the Control Group range:**

The candidate is slower paced and more patient than your top salespeople. He/she has the persistence to follow up with customers who were not able to make a commitment on their first visit to your dealership. However, you are not likely to see the strong sense of urgency for getting the customer's business and moving on to the next prospect that we see in your top salespeople. This person is systematic, and could have difficulty improvising, adapting to change, or attending to many customers on busy days. The candidate may be overwhelmed by trying to maintain the fast pace of a typical salesperson's day.

**Col. 7 score is above and Col. 8 score is below the Control Group range:**

The applicant is more independent and less attentive to detail than your top salespeople. This person has a good ability to brush off rejection in a sales situation, and is very comfortable making decisions when no formal guidelines are available. However, he/she is not naturally compliant or accommodating - there is much more of a concern for just getting sales than for following established procedures to get sales. Organizational skills and accuracy in paperwork are likely to be weaknesses. The candidate's very tall col. 7 could indicate unwillingness to abide by the rules, so it is particularly important that you verify this person's sensible judgement before you hire in order to confirm that he/she won't make inappropriate decisions.

**Performance Related Stress:**

The presence of stress is apparent in the individual's Profile; this stress may arise from either work-related or non-work issues. Though stress is common and usually temporary, it can impact motivation and focus. If the individual is an outside candidate, rather than an existing employee, try to pin-point the reasons causing his/her search for a new job. This can help determine whether or not the apparent stress is work-related. If it appears to be, evaluate whether or not similar issues could arise in your job or work environment.

### Omnia Group Inc. Omnia Interview Questions

Subject Name: Robert McNamara  
Profile Number: Sales  
Interviewer:

Date of Profile: 10/3/2002  
Control Group Name: Auto Sales  
Interview Date:

*The following behaviorally-based questions are a possible supplemental interview tool we are providing to help you better interview this candidate. They are not a substitute for a standard set of interview questions you ask all candidates but can provide additional, helpful information.*

1. How do you go about establishing rapport with a prospect?

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2. How do you manage your paperwork when you would rather be selling?

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3. Selling can be stressful; how do you manage stress?

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4. Tell me about the most unusual objection you ever got and how you handled it.

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5. Describe your ideal boss.

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6. What would you like to have done more of in your last job?

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