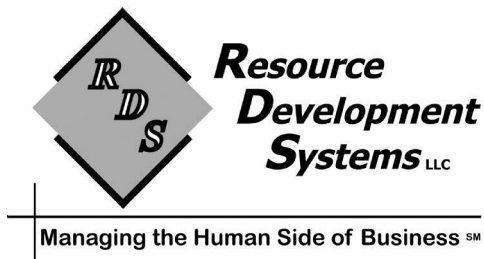


Respondent Name
Wednesday, September 30, 2009

This report is provided by:

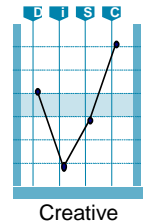
Resource Development Systems, LLC
Managing the Human Side of Business (sm)
934 Falling Creek Dr., Macon, GA 31220
478-254-3155
or Toll Free in the US 888-909-6194
info@rds-net.com
www.ResourceDevelopmentSystems.com



Approach to Selling

DiSC® Classic 2 Plus

This section describes how Respondent would tend to approach the various stages of the selling process based on her natural style. By understanding Respondent's natural approach to sales, it can be determined which of her natural behaviors are most effective in certain selling situations with specific customer styles. It can also be determined where additional training or coaching may be helpful in increasing Respondent's effectiveness in selling situations where her natural style may not be as effective. As some of these behaviors may already have been modified, review and revise this section as necessary.



NOTE: The combination of behavioral tendencies that make up Respondent's profile may appear to be contradictory due to the conflicting nature of the tendencies. Many people with this combination find that some of the information listed more accurately describes them than the rest of the information. Upon closer examination, they find the other information represents behavior that is potential but not used routinely.

Planning

- Tends to plan strategically, assessing many possible scenarios, developing contingency plans for each possible outcome
- Prefers to gather information in advance, preparing support materials for all possible requests
- May have difficulty planning for situations where there is insufficient information about the customer, or where she feels inadequately prepared in product knowledge
- Her natural approach to planning works most effectively with customers who make buying decisions based on logic and well-documented information on product performance
- Her natural style may need modification to be effective with customers who tend to make buying decisions based on a "gut-feel" or interpersonal interactions, or in sales situations that change rapidly, requiring quick responses without time for planning
- Tends to prefer to spend more time getting results than in planning
- Tends to focus on the big picture, letting the details take care of themselves
- Tends to focus on the goal or bottom-line result and may not prepare a step-by-step plan for achieving the goal
- May oversimplify complex situations or underestimate the potential obstacles and be surprised by buyer resistance
- Her natural approach to planning may be most effective with customers who are impatient, results-oriented, and more interested in "what" than "how"
- Her natural style may need modification to prepare for customers who need a more methodical, step-by-step explanation, with more detailed information provided

Opening the Call

- Tends to use a reserved, business-like approach to opening the call
- Tends to prefer minimal socializing, approaching the purpose of the call with a subtle yet direct style
- Her natural approach to opening the call tends to be most effective with customers who are reserved and prefer a factual approach with minimal time spent on social interaction
- Her natural style may require modification to be effective with customers who prefer an enthusiastic or interactive approach
- Tends to be direct and results-oriented, getting immediately to the point of the call
- Tends to avoid social chatter, considering it a waste of time, and moves right to business
- Her natural approach to opening the call tends to be most effective with customers who are impatient and results-oriented
- Her natural style may require modification to be effective with customers who prefer to spend more time interacting and building a relationship before moving to business

Interviewing

- Tends to use a reserved, low-key, logical approach to interviewing
- Tends to probe subtly for underlying motivations to determine "why" the customer does things
- Her natural approach to interviewing is most effective with customers who prefer a more indirect, factual approach
- Her natural style may require modification to be more effective with customers who prefer a more enthusiastic approach with more personal involvement
- Tends to interview in a direct, aggressive manner, identifying the customer's goals quickly
- Tends to ask "what" questions, focusing on desired results
- Her natural approach to interviewing works most effectively with customers who prefer directness; however, the customer may want more control over the interviewing process
- Her natural style may require modification with customers who prefer a slower, more indirect approach, or with customers who become defensive in response to her aggressive approach

Presenting

- Tends to present in a reserved, analytical manner focusing on product quality
- May provide more information than the customer desires in an attempt to be complete and accurate in her presentation
- Her natural approach to presenting tends to be most effective with customers who prefer a presentation which provides them with information they can assess to determine the performance of the product or service
- Her natural style may require some modification to be effective with customers who tend to make decisions based on a "gut-feel" rather than on analysis of product information, or with customers who desire a brief presentation, focusing only on bottom-line results
- Tends to be concise, focusing on results
- May tend to announce conclusions, rather than explaining her reasoning process
- Her natural approach to presenting works most effectively with customers who are interested primarily in results, requiring little or no details in the presentation
- Her natural style may need modification to be effective with customers who require a more methodical approach and a more detailed explanation

Responding to Concerns

- Tends to respond to concerns by gathering more information from the customer, probing to find the real, unstated concern
- Tends to respond with a systematic explanation logically addresses, how the concern will be resolved
- Her natural approach for responding to customer concerns is most effective with customers who want responses that make sense and address the real issues
- Her natural style may need modification to be effective with customers who prefer a more personal, supportive or optimistic response
- Tends to respond to concerns directly
- Tends to focus on the goal or the result to be achieved, rather than on the concern
- May not listen fully to the concern, or minimize its importance to the customer
- Her natural approach for responding to concerns tends to be most effective with customers who share a similar blunt, direct approach to concerns
- Her natural style may need to be modified to be effective with customers who either require more emotional reassurance or a detailed explanation in response to their concern

Gaining Commitment

- Tends to move toward gaining commitment systematically, subtly leading the customer to the logical conclusion that it would make sense to buy her product or service
- May tend to expect that after presenting all the benefits of the product or service, the customer would logically make the decision to buy
- May experience frustration with the customer's indecision after she has presented all the obvious reasons to buy
- Her natural approach to gaining commitment tends to be most effective with customers who make decisions based on logical analysis of product benefits
- Her natural style may require modification to be effective with customers who are indecisive or who want emotional reassurance rather than logic
- Tends to move quickly and directly to gaining a commitment from a customer
- May aggressively pursue a commitment, considering "No" a temporary obstacle
- Her natural approach to gaining commitment tends to be most effective with customers who are results-oriented and make quick decisions, as long as the customer does not become defensive as a result of experiencing loss of control of the buying decision
- Her natural style may require modification to be effective with customers who prefer to take time to gather and review information and who resist making a decision before they have had time to analyze

Servicing

- Tends to use a formal follow-up procedure to ensure the quality of product or service performance
- Tends to use a reserved, analytical approach, focusing more on product performance or quality issues than on building the customer relationship through social interaction
- Her natural approach to servicing tends to be most effective with customers who are primarily interested in a systematic follow-up to ensure consistent product performance
- Her natural style may require modification to be effective with customers who prefer customer support through personal involvement or enthusiastic socializing
- Tends to follow-up by efficiently checking on results
- May tend to be more interested in getting new sales than servicing existing customers
- Her natural approach to servicing tends to be most effective with customers requiring minimal follow-up, as long as they are getting results
- Her natural style may require modification with customers who prefer routine contact and follow-up

Sales Management Style Worksheet

DiSC® Classic 2 Plus

After reviewing the section on Respondent's natural approach to the selling process, evaluate the effectiveness of her natural selling style based on the needs of the current sales environment. Use your knowledge of the specific needs of the sales environment and your direct experience with Respondent's selling style to develop strategies for reinforcing those behaviors that are most effective and modifying those that are least effective. For each selling strategy category, it may be helpful to determine what behaviors Respondent needs to START using more of, STOP using so much of, and CONTINUE using to be an effective salesperson in this environment.

1. What would be the most effective use of Respondent's natural approach to planning in this sales environment? (start, stop, continue)

2. What would be the most effective approach to Respondent's natural style for opening the call? (start, stop, continue)

3. What would be the most effective use of Respondent's natural approach to presenting? (start, stop, continue)

4. When responding to the buyer's concerns, what would be the most effective use of Respondent's natural style? (start, stop, continue)

5. When gaining commitment from the buyer, what would be the most effective approach to Respondent's natural style? (start, stop, continue)

6. When providing follow up service to the customer, what would be the most effective use of Respondent's natural style? (start, stop, continue)