

CPQ Candidate Compatibility Chart

Important Note: The CPQ should never be used as a stand-alone test to hire, promote or terminate employees. The CPQ only measures Personality and Motivation. For details on how to measure the other two key dimensions of success comprising Sales Knowledge/Selling Skills and Intelligence/Ability to Learn, please contact Sales Team Focus on 01666-860770.

Date: **10/3/2001 3:31:57 AM**
 Name: **Mr. John Sample**
 Position: **Industrial Sales Representative**

Mr. Sample's Compatibility Rating:

Moderate

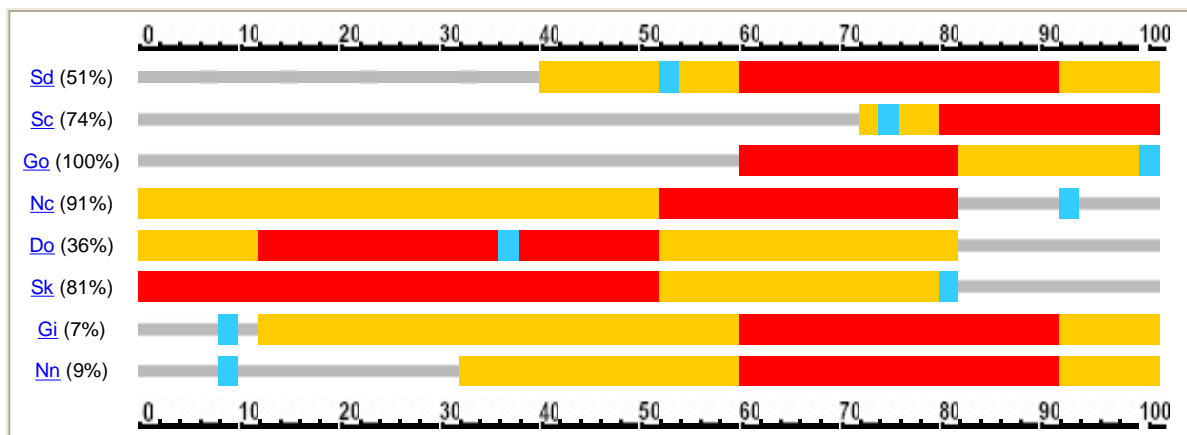
Total Compatibility Points: 30 (out of 50 points maximum)

Recommended Coaching Hours Per Month: 10

This candidate's Necessary Coaching Hours per Month refers to the total time that could be required by the manager to compensate for his/her incompatibilities relating to this Personality/Motivation dimension of success. These incompatibilities are defined by the distance between his/her scores and the "Ideal Range." For specific Coaching Recommendations click on any of the "Basic Eight" CPQ trait names (see left side of this Chart).

"Basic Eight" CPQ Traits

■ Participant's Score
 ■ Ideal Range
 ■ Average Range



Accuracy/Validity Index: High

The Accuracy/Validity Index provides managers with an indication of how open, honest and self-critical the candidate was in taking the CPQ. While some candidates intentionally attempt to fake employment tests, high accuracy results can be viewed with confidence and validity.

[Follow Up Questions](#)

[Sales Charts/Reports](#) |
 [Leadership Charts/Reports](#) |
 [Administrative, Technical....](#) |
 [Contact Us](#) |
 [Suggestions](#)