



Position: **Producer / LSP**
Elapsed Time: **0 : 32 : 56**

John Q.

90 Trailblazer Way Apt.203
Warren, Michigan 48089
586-777-1122
JSample@whatever.com

Employment History:

Another Insurance Company 04-04-2009 to 07-31-2012

- Multi- line customers
- Use prospecting lists to call out to prospective clients
- Provide exceptional customer service to all policyholders over the phone and in the office.
- Calculate premiums and help establish payment methods.
- Help educate clients in Michigan No Fault medical coverage options.
- Assist the agent with projects that help build relationships and retain current clients.
- Submit detailed written reports to the agency owner and underwriters.
- Quote clients in auto and home insurance policies.

A Plus Accounting 10-14-2008 to 04-01-2009

Served as administrative assistant to a busy vice president including secretarial support, preparation and coordination of projects and presentations utilizing excellent organizational and computer skills, and serving as a liaison between the Payroll/Billing/Accounts Receivable area and other areas of the company.

The Sunday News 05-02-2005 to 10-10-2008

Deliver papers to customers of the Sunday News. Collect payments on weekends and maintain customer relationship while delivering the paper with a smile.

Short Answers: (This section may be blank if Short Answers were not selected for this assessment)

Would you mind telling me a little about you besides your work experience?

I come from a background starting with a family owned printing business. Starting off delivering papers on Sunday, I moved into administrative support from there and have been in the insurance industry when I belong showcasing my skills. I really enjoy it. I am enjoying life with my family; 4 years of marriage (this month). We look forward to having a family one day but until that moment I am staying busy with our outdoor activities like running, hiking, fishing and camping.

Outside of work where do you spend most of your time?

When I am not working I am usually spending quality time with my wife. We enjoy; reading, snowboarding, swimming, boating, tanning, camping, fishing, and spending time with family & friends.

What is most important to you in your next position?

To be able to write policies by providing a great product at a competitive rate thus creating happy customers and a good income for myself.

What are a few of your greatest work related contributions / successes?

A few of my greatest work related contributions / successes is being able to work as a team & contribute ideas in order to make sure the agency is running effectively & efficiently, informing clients about insurance coverages, & also building a relationship with clients so they know that not only am I here to provide them with auto, home, boat etc. but, a resource for them to come to if they have any questions or concerns.

What interests you about the position offered?

As you can see by my resume I really have found my niche in the insurance business and I feel that my selling skills will be best suitable for the position offered. In 5 years from now I see myself moving up in the Insurance world. I would either like to be a manager or maybe even own my own agency. I know it takes hard work and dedication but I have the drive to succeed.

Problem Solving: (This section may be blank if Problem Solving was not selected for this assessment)

Problem Solving Skills of John Q.:

THINKS OUTSIDE THE BOX - LEADER

00-09 Correct Answers = NEEDS DIRECTION - FOLLOWER

10-12 Correct Answers = INDEPENDENT THINKER - LIKES A CHALLENGE

13-15 Correct Answers = THINKS OUTSIDE THE BOX - LEADER

Agency Performance Graph of John Q.:

Graph Column Headers:

Consistency among Self Perception, Agency Performance, and Others Perception typically provides you with a candidate that is keenly aware of their strengths and weaknesses. On the other hand inconsistencies could prove to be problematic due to conflicting perception of oneself and how they feel others perceive them.

Self Perception - The Self Perception column is a 1 - 100 scale on how your candidate views themselves in each of the categories.

Agency Performance - The Agency Performance column is a 1 - 100 scale on how your candidate reacts under pressure in each of the following categories.

Others Perception - The Others Perception column is a 1 - 100 scale on how your candidate believes others perceives him / her.

	Self Perception	Agency Performance	Others Perception
Motivation / Drive	68	89	82
Persuasiveness / Convincing	96	89	96
Structured / Routine	11	11	7
Thorough / Compliant	68	46	57

Motivation / Drive:

A lower number in this category would describe someone with a timid and manageable type of personality. A mid-range number would best describe an individual with practical and sensible characteristics. A high score would describe someone with a high ego drive and leadership attributes.

Persuasiveness / Convincing:

A lower number in this category would describe someone with a hesitant and shy type of personality. A mid-range number would best describe an individual with observant and logical characteristics. A high score would describe someone with inspiring and influential attributes.

Structured / Routine:

A lower number in this category would describe someone with an anxious and hurried type of personality. A mid-range number would best describe an individual with balanced and steady characteristics. A high score would describe someone with predictable and dependable attributes.

Thorough / Compliant:

A lower number in this category would describe someone with a careless and inattentive type of personality. A mid-range number would best describe an individual with a self-reliant and determined characteristic. A high score would describe someone with detailed and perfectionist type of attributes.

Summary of John Q.:

Sales Leaders are first and foremost great salespeople that possess the ideal traits that give them the potential of taking charge of a sales organization. Sales Leaders are highly driven individuals and will continuously look to shape the world around them to create the best working environment to achieve optimal results. Commission based pay plans work best to motivate them and they enjoy being rewarded for their efforts. They prefer to accomplish goals through individuals by teaching, training, and coaching based on their past successes.

Sales Leaders are very determined and persuasive with both clients and co-workers alike in order to get the best results that they continually strive for. Sales Leaders can be rigid in their principles in order to teach others around them to feel, think and act like they do. Sales Leaders may be perceived as always having the answer on “How to close every sale.” Because Sales Leaders can be very inspiring and motivating to others, by adding this person to an existing sales team they will likely emerge as a leader by virtue of their skills and inclinations. Most Sales Leaders would welcome the opportunity of taking on a role in Sales Management.

Sales Leaders are very competitive and will always strive to be the best. Do not put Sales Leader in a position that requires routine tasks and paperwork or soon you will be looking again. Let the horse run! When interviewing a sales leader be sure to ask probing questions in the interview around their long term objectives. Lastly, very strong leaderships skill are required to keep the sales leader in check and to make sure that your organization is running smooth, however be open to listening to the Sales Leader as they may be able to provide insight and new closing techniques that may work well.

Unsure with the results of John Q.? Need interview assistance? Call Keith @ 248-850-8999 for an expert opinion.